

# THE U.S. NATIONAL STRATEGY TO COUNTER ANTISEMITISM

MAY 2023



THE WHITE HOUSE  
WASHINGTON



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May 25, 2023

Six years ago, Neo-Nazis marched from the shadows through Charlottesville, Virginia, chanting, “Jews will not replace us.” With torches in hand, they spewed the same antisemitic bile and hate that were heard across Europe in the 1930s. What happened in Charlottesville—the horror of that moment, the violence that followed, and the threat it represented for American democracy—drove me to run for President. The very soul of our Nation was hanging in the balance. It still is today.

Repeated episodes of hate—including numerous attacks on Jewish Americans—have since followed Charlottesville, shaking our moral conscience as Americans and challenging the values for which we stand as a Nation. That is why I convened the first-ever United We Stand Summit at the White House in September 2022: to bring communities from across the country together to combat hate in all its forms—including the persistent scourge of antisemitism—that has long plagued our Nation. We must stand united—regardless of our backgrounds and beliefs—to affirm that an attack on any one group of us is an attack on us all and that hate can have no safe harbor in America.

Together, we must acknowledge and confront the reality that antisemitism is rising, both at home and abroad. Loud voices are normalizing this venom, but we must never allow it to become normal. Antisemitism threatens not only the Jewish community, but all Americans. People who peddle these antisemitic conspiracy theories and fuel racial, ethnic, and religious hatred against Jews also target other communities—including Black and brown Americans; Asian Americans, Native Hawaiians, and Pacific Islanders; LGBTQI+ individuals; Muslim Americans; women and girls; and so many others. Our intelligence agencies have determined that domestic terrorism rooted in white supremacy—including antisemitism—is the greatest terrorist threat to our Homeland today.

By seeking to turn the masses against the few, by scapegoating and dehumanizing others—and most of all—by stoking violence, the perpetrators of hate aim to upend our most cherished values and undermine our efforts to build a culture of respect, peace, and cooperation. Protecting the Jewish community from antisemitism is essential to our broader fight against all forms of hate, bigotry, and bias—and to our broader vision of a thriving, inclusive, and diverse democracy.

History teaches that hate never fully goes away; it only hides until it is given just a little oxygen. That is why we must confront antisemitism early and aggressively whenever and wherever it emerges from the darkness.

Toward that aim, my Administration has developed the first U.S. National Strategy to Counter Antisemitism. It represents the most ambitious and comprehensive U.S. government-led effort to fight antisemitism in American history. It also brings Americans together—regardless of our

backgrounds and beliefs—to stand united against the hate, racism, bigotry, and violence that have long haunted our Nation. The Strategy outlines a whole-of-society effort to combat antisemitism, including unprecedented, coordinated, and bold actions that will be implemented across government agencies, as well as calls to action for public officials, private sector leaders, and Americans from every sector, industry, and walk of life. The Strategy—which reflects input from over 1,000 Jewish community stakeholders, faith and civil rights leaders, State and local officials, and more—also serves as a blueprint for tackling other forms of bigotry, hate, and bias that fuel toxic divisions in America.

Fortunately, what the Neo-Nazi marchers in Charlottesville did not account for was the extraordinary decency of the vast majority of Americans and the simple truth that we are a great Nation because we are a good people. A people that derives strength from our diversity and from the commitment of each successive generation to push us closer to realizing the promise of America for all Americans. It is a promise founded on the belief that we are all created equal and deserve to be treated equally throughout our lives. While we have never fully lived up to that promise, we have never walked away from it either. And we will never stop fighting until we all see each other as we should—as fellow human beings.

Through this U.S. National Strategy to Counter Antisemitism, we are taking a historic step forward. I am proud to lead my Administration's efforts to counter antisemitism, and I urge all Americans to join me in ensuring that in America, evil will not win. Hate will not prevail. The venom and violence of antisemitism will not be the story of our time. The power lies within each of us to transform that story. To rise together against hate. To show the world who we are. And to restore the soul of America together.

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# Overview

Hate and the violence it fuels are on the rise in America. Hate crimes, targeted violence, and acts of harassment—including online abuse—have increased in recent years, eroding our democracy, decreasing public trust, and putting so many American communities at risk.<sup>1</sup> We have seen this unfold from bomb threats at Historically Black Colleges and Universities, to rising hate crimes against Asian Americans, Native Hawaiians, and Pacific Islanders (AANHPIs) fueled by the COVID-19 pandemic, to escalating threats against women and LGBTQI+ Americans, to persistent bias and violence against Muslim, Sikh, and South Asian communities, to harassment of Jews and attacks on Jewish communities.

Antisemitism is often called “the oldest hatred,” yet it remains all too present today—including in America. Acts of antisemitism are on the rise—including online harassment, vandalism, bomb threats, and violent attacks against Jewish institutions and Jewish people.<sup>2</sup> In 2022, Federal Bureau of Investigation (FBI) Director Christopher Wray noted that American Jews account for 2.4% of the U.S. population, but antisemitism drove 63% of reported religiously motivated hate crimes.<sup>3</sup> Perhaps most alarming, antisemitism has become increasingly “normalized” in American society.

While antisemitism most directly and intensely affects the American Jewish community, antisemitism also threatens the democracy, values, safety, and rights of all Americans. The hatred of Jews shares much in common with other forms of hate, such as racism, Islamophobia, homophobia, transphobia, and misogyny; it also has unique characteristics that require tailored responses and can manifest distinctively. While many American Jews identify as a vulnerable minority group, especially as antisemitism surges, Jews tend to be assailed for having too much privilege or too much power. This is a persistent feature of antisemitism: it rests on a conspiracy theory.<sup>4</sup> At its core, antisemitism, like numerous forms of hate, divides Americans by scapegoating certain people, erodes our trust in government and social institutions, threatens our democracy, and undermines our core values of freedom, community, and decency. Thus, it is imperative that Americans of all backgrounds and beliefs work together to counter this scourge with urgency.

This strategy represents the most comprehensive and ambitious U.S. government effort to counter antisemitism in American history. To implement this strategy, executive agencies will take a broad array of actions to address antisemitism. But the federal government cannot address antisemitism alone. This strategy also calls on Congress to act and play its part in countering antisemitism. It urges action from all of society—state and local authorities, civil society, community and faith leaders, the private sector, individual citizens. This strategy advances a whole-of-society approach to countering antisemitism, resting on four pillars:

- 1: Increase awareness and understanding of antisemitism, including its threat to America, and broaden appreciation of Jewish American heritage.
- 2: Improve safety and security for Jewish communities.
- 3: Reverse the normalization of antisemitism and counter antisemitic discrimination.
- 4: Build cross-community solidarity and collective action to counter hate.



This U.S. National Strategy to Counter Antisemitism calls for action now and over the long term. The Biden-Harris Administration is committed to leading its effective implementation and leveraging it to advance our fight against all other forms of hate.



## Framing the Challenge and Solution

For over 2,000 years, Jews have been targeted for persecution and violence for their practices, their beliefs, their identity—even their very existence. They have been driven from their homes and barred from certain jobs or compelled to take others. They have been denied citizenship and forced into ghettos. They have been scapegoated en masse and systematically killed. Antisemitism has enabled some of the darkest moments in history, including the Nazi campaign to exterminate the Jewish people during the Holocaust.<sup>5</sup>

For centuries, the United States has been a refuge for Jews fleeing antisemitism. Throughout American history, Jews from around the world have sailed to our shores in search of sanctuary. Jews found a home here and have shaped the story of our country through invaluable and ongoing contributions to American arts, culture, law, justice, business, medicine, sports, science, freedom, equality, and so much more. They fought for religious freedom, helping define one of America's bedrock principles. Jewish suffragists worked to expand freedom and justice and Jewish faith leaders linked arms with giants of the Civil Rights Movement to demand equal rights for all.<sup>6</sup>

But the United States has not been immune from the scourge of antisemitism. White supremacy, prejudice and bigotry, and conspiratorial thinking have fueled antisemitic discrimination and violence throughout American history.

In the fallout from the financial panic of 1893, populists adopted antisemitism as part of their campaign against banks. In the early twentieth century, as Black Americans were frequently targeted by violence and lynching, the 1913 lynching of Leo Frank, a 31-year-old Jewish factory owner in Georgia, contributed to the reemergence of the KKK.<sup>7</sup> As the KKK inflicted horrific violence and terror on Black Americans, it also targeted and sought to portray Jewish and Catholic Americans, among others, as threats to the Nation.<sup>8</sup> In the 1920s, various white-collar professions restricted Jews from entering certain fields, and many universities imposed Jewish quotas.<sup>9</sup>

Antisemitism spiked during the 1920s and 1930s when right-wing populists, including Father Charles Coughlin, spread antisemitic conspiracy theories.<sup>10</sup> As World War II broke out, the isolationist movement in the United States spread accusations that Jewish financiers were secretly driving U.S. policy—a view advocated by the prominent airplane pioneer Charles Lindbergh.<sup>11</sup> The Nazis borrowed from Jim Crow laws to implement the Nuremberg Laws that isolated Jews as a separate race, before initiating the Holocaust to eradicate the Jewish people, as well as murder Roma and Sinti, Black, LGBTQI+, and Slavic people, people with disabilities, and other religious minorities.<sup>12</sup> Despite some knowledge of Nazi atrocities, the United States government did not ease immigration quota restrictions on Jews, and even turned away Jewish refugees fleeing from the Nazis.<sup>13</sup>

Antisemitism in the U.S. is now on the rise again. As in previous eras, demographic changes, new technologies, economic disruptions and deepening socioeconomic inequality may be leading more Americans to turn to conspiracy theories that scapegoat Jews and other vulnerable communities. Violent attacks against Jews are increasing at a time when hate crimes and other acts of targeted violence against many communities have risen.<sup>14</sup> Verbal harassment, bomb threats, and vandalism against Jewish people, synagogues, and community institutions such as





Jewish day schools and community centers, remain prevalent.<sup>15</sup> Tragically, these antisemitic incidents are all too often deadly. Moreover, acts of violence animated by antisemitic beliefs frequently target other communities. Violent extremists who perpetrate these attacks against Jewish communities and other targeted groups often subscribe to white supremacist conspiracy theories like the so-called “great replacement theory.”<sup>16</sup> Indeed, antisemitic conspiracy theories are often foundational to white supremacy as well as numerous other violent extremist ideologies. For example, in January 2022, an armed hostage-taker motivated by other violent notions terrorized the members of a synagogue in Colleyville, Texas.

Although high-profile incidents of antisemitism have drawn much attention, antisemitism has become a widespread, consistent threat. Surveys and reports from civil society actors reach similar conclusions.<sup>17</sup> The Anti-Defamation League (ADL) recorded 3,697 antisemitic incidents in 2022—an increase of 36% over 2021 and the highest number since the ADL began tracking these numbers in 1979.<sup>18</sup> The ADL estimates that 36% of Jews experienced antisemitic harassment online in 2021.<sup>19</sup> In addition, during the COVID-19 pandemic, antisemitic conspiracy theories surfaced suggesting that Jews or the government of Israel spread the coronavirus to advance global influence.<sup>20</sup> Elected officials and others even made antisemitic comparisons between the Holocaust and public health measures.<sup>21</sup>

The American Jewish community is diverse, and Jews from a wide variety of backgrounds and identities face hate and antisemitism. That includes Jews who adhere to different levels of religious observance or denominations of practice, Jews of color, first-generation Americans, LGBTQI+ Jews, Jews with disabilities, Jews who live in urban and rural communities, Jews of different political affiliations, and Jews of different socioeconomic and income levels. Though there are many ways of being Jewish, any Jew or anyone perceived to be Jewish can be the target of antisemitism.

Jewish communities impacted by antisemitic discrimination and violence are increasingly concerned about their safety. As antisemitism has spread widely, it has caused a deep sense of fear and anxiety in many Jewish Americans’ daily lives. Jews are targeted going to synagogue and to school. Countless Jewish institutions across the country are now under armed guard, prompting profound anxiety in the communities they serve. Some traditionally observant Jews, especially traditional Orthodox Jews, are victimized while walking down the street. Jewish students and educators are targeted for derision and exclusion on college campuses, often because of their real or perceived views about the State of Israel. When Jews are targeted because of their beliefs or their identity, when Israel is singled out because of anti-Jewish hatred, that is antisemitism. And that is unacceptable.

In recent months, celebrities, athletes, and politicians have used their influential platforms to deny the Holocaust, elevate bigots, and spread antisemitic conspiracy theories.<sup>22</sup> These viewpoints are not just reprehensible, they are dangerous.

History shows that we cannot allow antisemitism to fester. Where antisemitism and other forms of hatred are left to rage, democracy and American values are at risk. So too are freedom, security, and stability. Antisemitism, like numerous forms of hate, seeks to divide Americans from one another. It undermines our democracy and erodes trust in government, social institutions, and the basic values of our society. Antisemitism is not only a threat to Jewish Americans; it is a threat to all of us.



As President George Washington wrote to the Touro Synagogue in 1790, “[T]he Government of the United States, which gives to bigotry no sanction, to persecution no assistance requires only that they who live under its protection should demean themselves as good citizens...May the Children of the Stock of Abraham, who dwell in this land, continue to merit and enjoy the good will of the other Inhabitants; while everyone shall sit in safety under his own vine and fig tree, and there shall be none to make him afraid.”<sup>23</sup>

Now, again, we must recall our historic national obligation to ensure people of all faiths and traditions are free to practice their faith and live their cultural identities without fear of persecution. We must confront antisemitism in America with urgency. This national strategy sets forth the plan to do so.



## Our Strategic Approach

Countering antisemitism demands a whole-of-society effort that both meets this moment of escalating hatred and lays the foundation for reducing antisemitism over time, addressing the challenge of antisemitism as both urgent and enduring. Our efforts must be grounded in bringing together Americans from all backgrounds and beliefs to spark allyship, unity, and collective action.

To develop this strategy, we held listening sessions with more than 1,000 diverse stakeholders across the Jewish community and beyond. These sessions have included Jews from diverse backgrounds and all denominations. We met at the White House with Special Envoys who combat antisemitism around the globe to learn from their best practices. We engaged bipartisan leaders in Congress and from across civil society, the private sector, technology companies, civil rights leaders, Muslim, Christian, and other faith groups, students and educators, and countless others. These listening sessions with stakeholders sought their perspectives, analysis, expertise, and views on how antisemitism manifests today and how we should fight it at every level, from the national scale to the grassroots. These discussions both provided critical insights into the experience of antisemitism in America and produced concrete ideas to counter it. They will also help inform subsequent comprehensive U.S. efforts to combat Islamophobia and related forms of bias and discrimination.<sup>24</sup>

Although antisemitism remains a pernicious global problem, the scope of this national strategy is domestic. The strategy is focused on countering the threat and manifestations of antisemitism in the United States of America. The U.S. Government, led by the Department of State, will continue to combat antisemitism abroad and in international fora—including efforts to delegitimize the State of Israel.

As we confront antisemitism, we do so with profound respect for our democratic traditions, including free expression and speech protected by the First Amendment. We also do so with an unshakable commitment to the State of Israel's right to exist, its legitimacy, and its security. In addition, we recognize and celebrate the deep historical, religious, cultural, and other ties many American Jews and other Americans have to Israel.

This strategy directs action across the Administration and calls on Congress, state and local governments, and nongovernmental entities throughout American society to address both antisemitism and its root causes in the United States. Each portion of the strategy features actions that can be taken by the executive branch, by Congress, and by other key actors in American society to tackle the scourge of antisemitism. We are committed to implementing the steps outlined for the executive branch expeditiously and effectively. We are, moreover, eager to work with Congress on the actions that require federal legislative action. And we are improving our capacity to partner with those outside government contributing to these efforts, including by making available, as appropriate, information, expertise, and resources. While we cannot require actors outside the executive branch to take on the roles envisioned for them in this strategy, combating antisemitism is a truly whole-of-society challenge that demands a whole-of-society response, and we hope all will join our call to action.



Every actor and sector must do its part, and the Biden-Harris Administration will lead in mobilizing this whole-of-society response across four pillars:

- **Pillar 1: Increase awareness and understanding of antisemitism, including its threat to America, and broaden appreciation of Jewish American heritage**
- **Pillar 2: Improve safety and security for Jewish communities**
- **Pillar 3: Reverse the normalization of antisemitism and counter antisemitic discrimination**
- **Pillar 4: Build cross-community solidarity and collective action to counter hate**



## **Pillar 1: Increase Awareness and Understanding of Antisemitism, Including its Threat to America, and Broaden Appreciation of Jewish American Heritage**

Increasing awareness and understanding of antisemitism must be coupled with a commitment to broadening appreciation of Jewish American heritage. We must tell the positive story of Jewish contributions to the United States and the world. Consistent with the Biden-Harris Administration’s comprehensive approach to advancing equity for all and celebrating the heritage of America’s many diverse communities, we will also broaden awareness and understanding of Jewish American heritage.

In order to confront and counter antisemitism, Americans must recognize and understand it. Far too many do not. Without awareness of antisemitism and education about the threat it poses, Americans across society cannot identify and address antisemitism. If we cannot name, identify, and admit a problem, we cannot begin to solve it.

Antisemitism is a stereotypical and negative perception of Jews, which may be expressed as hatred of Jews. It is prejudice, bias, hostility, discrimination, or violence against Jews for being Jews or Jewish institutions or property for being Jewish or perceived as Jewish. Antisemitism can manifest as a form of racial, religious, national origin, and/or ethnic discrimination, bias, or hatred; or, a combination thereof. However, antisemitism is not simply a form of prejudice or hate. It is also a pernicious conspiracy theory that often features myths about Jewish power and control.

There are several definitions of antisemitism, which serve as valuable tools to raise awareness and increase understanding of antisemitism. The most prominent is the non-legally binding “working definition” of antisemitism adopted in 2016 by the 31-member states of the International Holocaust Remembrance Alliance (IHRA), which the United States has embraced. In addition, the Administration welcomes and appreciates the Nexus Document and notes other such efforts.

The focus of this national strategy is on actions to counter antisemitism.

### **Strategic Goal 1.1—Increase School-Based Education about Antisemitism, Including the Holocaust, and Jewish American Heritage**

In 2020, the first 50-state survey on Holocaust knowledge among millennials and Gen Z found that most young Americans lack basic knowledge of the Holocaust. For example, 63% of survey respondents did not know that 6 million Jews were murdered in the Holocaust, nearly 60% did not know what the concentration camp Auschwitz was, and 11% believed that Jews caused the Holocaust.<sup>25</sup> We need Holocaust education in schools to correct this lack of knowledge and help ensure that future generations learn about antisemitism and the history of the Holocaust, including how and why it happened. Holocaust education should make clear that antisemitism was the basis of Hitler’s persecution of Jews.



Twenty-four states have Holocaust education mandates, and the majority of states also include Holocaust education as part of their state teaching standards.<sup>26</sup> By congressional mandate, states and localities set and implement these standards, but the federal government can play a supporting role. The federal government recently supported such education by enacting the *Never Again Education Act* that authorizes the United States Holocaust Memorial Museum (USHMM) to “develop and nationally disseminate accurate, relevant, and accessible resources to promote understanding about how and why the Holocaust happened.”<sup>27</sup> Such Holocaust education should include, for example, instruction on the roles of Nazi racial antisemitism, longstanding European antisemitism, conspiracy theories, and the propaganda during the Holocaust, not just the facts of *what* happened during the 1930s and 1940s that resulted in the systematic murder of European Jews. It should also include the experiences of Jews living in North Africa during the Holocaust.

Both antisemitism and Holocaust education specifically can also teach students about hate, bigotry, racism, and prejudice more broadly. When conducted effectively, Holocaust education provides enduring lessons for all communities and encourages students to think critically about their own roles and responsibilities to stand up against hate.<sup>28</sup> This education enables students to understand what can happen in a democratic society when hatred goes unchecked, when people are silent as their neighbors are marginalized and murdered. A compilation of efforts nationwide will help states and nongovernmental organizations improve and increase teaching about the Holocaust and antisemitism as well as other forms of hate, bigotry, and genocide.

In addition to learning about the horrors of the Holocaust, students should learn about global histories of antisemitism. This should include histories of antisemitism experienced by Sephardic and Mizrahi Jews—who trace their ancestry to Spain, the Middle East, and North Africa—and their stories of exclusion, persecution, and expulsion. Students should also learn about the history of antisemitism in the United States as well as contemporary manifestations of antisemitism. Educators need readily available quality resources to enable such education.

Additionally, more education on Jewish American history and the valuable role that Jews have played in our national story is needed. This focus on the positive contributions Jews have made will further help to inoculate young people against antisemitic stereotypes, tropes, and conspiracy theories.<sup>i</sup>

The Administration applauds the many states, cities, teachers, schools, education centers and museums, and supporting communities that have made great strides in increasing the quantity and quality of such educational efforts and encourages more progress in this area.

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<sup>i</sup>As the Department of Education has noted:

*Education is mainly a state and local responsibility in the United States. When the U.S. Department of Education was created, Congress made clear that the secretary of education and other department officials are prohibited from imposing “any direction, supervision, or control over the curriculum program of instruction, administration, or personnel of any educational institution, school, or school system.” (20 USC 3403). It is left to the states to create standards while states and local agencies develop curricula. For more, visit [www.ed.gov/answers](http://www.ed.gov/answers).*



### Executive Branch Actions

- In 2024, the **USHMM** will launch the first-ever U.S.-based Holocaust education research center. Once the new center is fully operational, it will undertake systematic, rigorous, and actionable research into teaching and learning about the Holocaust and study the impact and effectiveness of Holocaust education in the U.S. As part of this effort, the USHMM will conduct ongoing studies that will include state-by-state profiles of Holocaust education; identification of each state's resources, activities, and support for educators; and evaluation of what methods teachers are using that advance critical thinking about how and why the Holocaust happened, the history of antisemitism, and its role in enabling the Holocaust. (2024)
- Additionally, the **USHMM** will:
  - Create educational resources and lesson plans to enhance understanding of antisemitism's role in the Holocaust. (By May 2024)
  - Sponsor professional development trainings for educators to help them incorporate these resources and content into their curricula across various age levels, disciplines, course lengths, and learning styles. (By May 2024)
  - Launch efforts to significantly expand the number of teachers and students involved in Holocaust education and ensure that all 50 states and underserved communities are reached. (By November 2023)
  - Complete a two-year national tour of the *Americans and the Holocaust* exhibition to public and academic libraries in partnership with the American Library Association, as well as open applications for a second tour to fifty additional sites across the country. (By September 2023)
  - Convene **Department of Education (ED)** and state education officials to discuss best practices in Holocaust education, including the incorporation of education on antisemitism, and opportunities to expand such education. (By May 2024)
- **The Institute of Museum and Library Services (IMLS)** will partner with the Council of American Jewish Museums to host a summit for museums, libraries, and archives on countering antisemitism. The summit will focus on building cross-community solidarity, sharing model resources for educators on teaching about histories of antisemitism and Jewish American heritage, and developing a collection of materials and toolkits on countering antisemitism that can be used by community educators and organizations. (By March 2024)
- **The National Endowment for the Humanities (NEH)** will expand its investment in K-12 education on Jewish history through partnering with independent organizations and other federal agencies, such as the USHMM and the Smithsonian, to develop educational materials about Jewish history. Materials will include trainings and other resources for educators nationwide including content on antisemitism and Jewish



history on NEH's [EDSITEment website](#)—a widely used resource that provides teachers, students, and parents with free, high-quality K-12 humanities materials and lesson plans. *(By September 2023)*

- **ED** will award approximately \$19 million through the American History and Civics Education program. These grants will go to eligible applicants to promote innovative teaching, learning and professional development activities in American history, government, and civics. This program promotes new and existing evidence-based strategies to encourage innovative teaching on American history, civics and government, as well as professional development for teachers, principals, or other school leaders. *(By November 2023)*

#### Calls to Congress

- **We call on Congress to** fully fund the President's FY24 Budget request of \$73 million for the Department of Education's American History and Civics Education programs. History and civics education is designed to improve the quality of teaching and learning about American history, civics, and government education. The programs are, in part, to promote new and innovative evidence-based instruction and professional development for teachers, principals, or other school leaders. This request includes funding for a new \$50 million initiative to support evidence-based strategies that bring students from different communities together, enhance understanding of how government works, promote student engagement and empowerment, and help students develop digital and media literacy.

#### Whole-of-Society Calls to Action

- **We call on state and local governments to** strengthen education on hate-fueled violence and the impact of discrimination, including through teaching about Jewish history, antisemitism, and the Holocaust. State and local governments should create opportunities to educate youth about the Holocaust, especially how and why it happened, and to teach students to think critically about their own responsibilities to stand up against hate.
- **We call on state and local governments to** support and work with local and regional Holocaust education centers and museums that are educating students and teachers about the Holocaust and antisemitism.
- **We call on states to** consider creating a Governor's Council on Holocaust and Genocide Education. California launched such a council in 2021. The council identifies instructional resources for teaching about the Holocaust and other acts of genocide and provides young people with the tools necessary to recognize and respond to on-campus instances of antisemitism and bigotry. North Carolina has a similar council that provides teacher workshops and educational resources on the Holocaust, including material on Holocaust survivors who became North Carolina residents.





- **We call on states to** consider conducting studies to assess how effectively school districts are teaching the Holocaust. For example, in April 2023, New Jersey passed legislation requiring a state-wide survey on public school education relating to the Holocaust and genocide, as well as a final report with detailed recommendations for Holocaust education improvement.
- **We call on state and local governments to** include Jewish studies in ethnic studies and history curricula. Lessons should include Jewish history, as well as curricula on positive Jewish contributions to America, Jewish diversity, and manifestations of contemporary antisemitism.
- **We call on state and local governments to** consider using materials published by Jewish organizations to help students to identify antisemitic tropes, words, and symbols that often hide in plain sight, as well as learn about how biases can lead to acts of hate, discrimination, and violence.

### **Strategic Goal 1.2—Raise Awareness about Antisemitism and Jewish American Heritage Outside of the classroom, and Increase Workplace Training on Countering Antisemitism**

Beyond formal educational settings, government and civil society must increase understanding and raise awareness about antisemitism, reaching Americans wherever they are. It is essential to engage people in their communities and through trusted networks and interlocutors to help them identify and learn about antisemitism. To educate the public about both antisemitism and Jewish American heritage, we need programming in museums, libraries, and arts and cultural institutions, as well as dedicated efforts by public figures, community leaders, and media outlets. Given their audiences, traditional and social media organizations have a special responsibility to provide credible and accurate information, and to educate the public about targeted hate and what drives it. Whenever possible, media outlets and content creators should ensure that materials about Jews address the religious denominational diversity and range of identities and experiences within the Jewish American community. In the workplace, through education and training on antisemitism and other forms of discrimination, managers and employees will be better equipped to recognize and respond to incidents of discrimination and harassment, and develop more inclusive and equitable workplaces.<sup>29</sup> Training on antisemitism can help employees specifically identify when a co-worker is exhibiting antisemitic beliefs and support employers in responding to antisemitic incidents at work.

#### Executive Branch Actions

- **Federal Agencies** will incorporate information about bias and discrimination related to religion, national origin, race, and ethnicity, including information about antisemitism and Islamophobia, and about workplace religious accommodations into training programs as they carry out their obligations under Executive Order 14035 (Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce).<sup>30</sup> *(By November 2023)*



- **The Office of Personnel Management (OPM), Equal Employment Opportunity Commission (EEOC), and White House Office of Management and Budget (OMB)** will conduct learning sessions for agency diversity, equity, inclusion, and accessibility (DEIA) officers on antisemitism and related forms of discrimination as well as workplace religious accommodations. *(By November 2023)*
- **The Department of Labor (DOL)** will develop and disseminate model resources such as palm cards for unions on how to recognize antisemitism and other forms of discrimination and how countering antisemitism and other discrimination relates to workers' rights. *(By September 2023)*
- **AmeriCorps** will distribute resources on antisemitism and countering antisemitism through its national service programs. *(By September 2023)*
- **The Department of Veterans Affairs (VA)** will develop educational programs that highlight the diversity of the veteran population, including the contributions of Jewish veterans and Jewish VA employees. VA will share these programs with local veteran groups across the country and encourage all veterans to speak out against antisemitic and other hate-based incidents and attacks. *(By September 2023)*
- **Federal agencies** will organize or participate in communications or events marking International Holocaust Remembrance Day (January 27) and Jewish American History Month. *(By May 2023)*
- **The National Endowment for the Arts (NEA)** will launch a campaign featuring artists who engage, unite, and heal communities through the arts, and who incorporate themes of countering antisemitism and other forms of hate in their artistic practice. *(By September 2023)*
- **The President's Committee on the Arts and Humanities** will help raise awareness and support efforts to educate the public about antisemitism and other forms of hate. To do so, it will leverage its platform, members' expertise, and new partnerships and coordination with the private sector and civil society. *(By September 2023)*
- **The Department of the Interior (DOI)** will highlight new resources on Jewish American contributions to American history and disseminate the content through the National Park Service (NPS) website and mobile app. DOI will also integrate Jewish American history and histories of American antisemitism into planning for the United States Semiquincentennial commemoration in 2026. *(By September 2023)*
- **IMLS** will increase learning opportunities in rural libraries and museums on both Jewish American history, such as Jewish contributions to agriculture, and histories of antisemitism, including the Holocaust. *(By March 2024)*
- **The Small Business Administration (SBA)** will connect small business owners with community-based organizations to provide training and resources for owners and employees on preventing and responding to incidents of antisemitism, Islamophobia, and other forms of hate. *(By September 2023)*



- **VA** will incorporate training on countering antisemitism, anti-Muslim bias, anti-Sikh bias, and related forms of bias and discrimination into its Community Clergy Training Program, which teaches VA chaplains how to respond to and connect with veterans. *(By September 2023)*
- **DOI** will train NPS employees, such as rangers and guides, to identify and counter antisemitism and other forms of hate. *(By November 2023)*
- **The Department of Agriculture (USDA)** will provide educational opportunities for law enforcement agents of the U.S. Forest Service to learn how to identify and counter antisemitic, Islamophobic, and related forms of discrimination. *(By September 2023)*

#### Calls to Congress

- **We call on members of Congress, individually and in bipartisan groups, to** continue to speak out about combating antisemitism, including through efforts to educate their constituents.

#### Whole-of-Society Calls to Action

- **We call on state and local leaders to** speak out about combating antisemitism, including through efforts to educate their constituents. They should also use International Holocaust Remembrance Day and Jewish American Heritage Month to raise awareness of antisemitism and Jewish American history. They should celebrate the positive contributions Jewish Americans have made to their communities and to our Nation.
- **We call on states and localities to** offer trainings to help people understand Jewish communities, antisemitism, and ways to counter antisemitism in their neighborhoods. For example, New York City has a training called, “Understanding Jewish Experiences and Antisemitism,” to develop cultural competence and understanding of the city’s diverse Jewish communities. (For further details, see Appendix A: New York City Training — “Understanding Jewish Experiences and Antisemitism.”) Such trainings can also focus on specific professions and partner with local museums or educational institutions. For example, the USHMM runs programs to teach law enforcement, military personnel, and judges about the central role these professions played in the Holocaust. These programs give law enforcement, military personnel, and judges the opportunity to learn about antisemitism and reflect on their own roles in a democratic society today. The Administration urges states and localities to adapt such trainings for their communities.
- **We call on employers—including states, cities, K-12 schools, institutions of higher education, private companies, and non-profits—to** review their own diversity, equity, inclusion, and accessibility (DEIA) programs to ensure full inclusion of antisemitism awareness and training as well as workplace religious accommodation requirements and best practices to prevent religious discrimination. For example, after a recent incident involving a local law enforcement officer who had a history of antisemitic remarks, the City of Cleveland began training officers within the Cleveland Division of Police in understanding Jewish experiences and recognizing antisemitism.



- **We call on employers to** leverage DEIA efforts to share information with employees about American Jewish heritage, culture, and history and provide resources on countering antisemitism. For example, employers can acknowledge Jewish holidays and other important days and events to the Jewish community, such as International Holocaust Remembrance Day or Jewish American Heritage Month, and invite Jewish employees to share their family stories and Jewish identities.
- **We call on DEIA professional associations to** ensure full inclusion of antisemitism awareness in DEIA trainings as well as religious accommodation requirements and best practices.
- **We call on employers to** develop and disseminate workshops on the intersection of antisemitism, racism, and xenophobia. Reciprocal learning about antisemitism and other forms of hate help identify how to counter such hate more effectively. Additionally unions should incorporate antisemitism into broader diversity and solidarity-building trainings.
- **We call on employers to** have a plan to address antisemitism specifically when Jews are attacked or face discrimination, such as a double standard because of their perceived power. Employers should respond quickly and firmly to any and all forms of antisemitic attack. Employers should know that antisemitism can manifest distinctively. Discrimination and double standards that impact the terms and conditions of employment are not only wrong, but also can expose employers to legal liability under federal, state, and local anti-discrimination laws.
- **We call on employers to** support Jewish employees by promoting employee resource groups, including for Jewish staff. Employers should work with these groups, especially in issuing both internal and external statements when instances of antisemitism arise.
- **We call on media to** use its reach to raise awareness of antisemitism while also ensuring users have credible and factual information about Jewish people, antisemitism, and the Holocaust. Media coverage can shape public perceptions, not just of antisemitism, but of Jews, Judaism, and American Jewish heritage, culture, and identity. This is both a significant opportunity and responsibility. Broadcast media outlets should ensure accurate and faithful representation of the Jewish community in all its diversity, and avoid stereotypical portrayals of Jews, including as mere victims of antisemitism. Media outlets should also hold people accountable for their antisemitic comments. In addition, media outlets should guard against visual displays of hate and be mindful to not amplify antisemitism while carrying out their responsibility to educate audiences.
- **We call on professional sports leagues, sports clubs, and associations to** use their powerful platforms to raise awareness about antisemitism, as they do with other social issues.
  - **We call on American sports leagues to** combat antisemitism and other forms of hate, discrimination, and bias in sports by:

Holding athletes and other personnel, sports franchises, and sports leagues themselves responsible for antisemitic acts and other acts of hate, discrimination, and bias committed during and outside of sporting events.



Reminding athletes and coaches, team personnel, and staff to abstain from antisemitic behavior and other acts of hate, discrimination, and bias in all circumstances.

Encouraging fan clubs or organizations to adopt fan charters that contain anti-hate clauses.

Creating honors or awards for combating hate, and for promoting inclusivity, accountability, and respect as best practices in sport.

Inviting local business, community, and faith leaders to organize sport-related outreach activities, bringing together people from different backgrounds.

- **We call on American sports teams to** collaborate with nonprofit organizations and one another to create and share best practices for educating fans about Judaism, Jewish heritage, culture, and identity, and the Holocaust, and empowering them to combat antisemitism and all forms of hate.
- **We call on American leagues to** combat antisemitism by leveraging the social power of sports and the influence of professional athletes.
- **We call on American leagues to** consider commemorating Holocaust Remembrance Day, similar to how sports leagues observe Memorial Day and 9/11, and to recognize Jewish American History month.
- Youth sports are platforms that often introduce children and adolescents to the values of unity and fairness. **We call on youth sports organizations to** condemn antisemitism and all forms of hate, and educate young athletes, parents, coaches, and referees about their negative consequences on and off the field.
- **We call on state, local, and private cultural institutions to** highlight Jewish American heritage, culture, identity and history as well as histories of antisemitism in cultural festivals and institutions. **The Smithsonian** will highlight histories of American Jews and Judaism at the upcoming Summer 2023 Folklife Festival on the National Mall, in the program *Creative Encounters: Living Religions in the U.S.* The Smithsonian will continue to offer exhibitions, experiences, and resources that teach the heritage, histories, identities, and cultures of Jewish Americans, including episodes of antisemitism, and Judaism as a religion.
- **We call on creators such as writers, producers, and directors to** avoid stereotypical depictions of Jewish people and content that promotes misinformation about Judaism as a religion and Jewish culture, and to consider consulting organizations that have helped train media corporations, content creators, journalists, and reporters to identify antisemitic terms and tropes.
- **We call on influencers of all kinds—especially those in popular culture such as athletes, gamers, and entertainers—to** use their platforms to increase understanding and awareness of antisemitism. They should use important dates in the calendar to reach their followers, demonstrate allyship through public statements or social media messages, and use their platforms to lift up stories of people who have been victimized by antisemitism or are fighting against it. Experts on antisemitism and communications



should hold briefings for influencers and work with them individually to develop educational content, including content for social media.

### **Strategic Goal 1.3—Bolster Research on Antisemitism and its Impact on American Society, Including Its intersection with Other Forms of Hate**

There is inadequate research on antisemitism and methods to counter it. Building on ongoing and future research initiatives at the USHMM, the federal government will advance a research agenda on antisemitism and its impact on American society. This agenda will include new research on the history and sociology of antisemitism, its manifestations online, its intersections with other forms of hate, and best practices for prevention. Such scholarship can spur mutual understanding and support between the Jewish community and other communities targeted by hate. This research can also lead to vital programs and partnerships to counter antisemitism and other forms of hate.

#### Executive Branch Actions

- **NEH** will issue a special call for applications for research, teaching, and convening opportunities for humanities scholars and institutions to study the origins, history, and effects of antisemitism in the United States, including the spread of antisemitism online. *(By September 2023)*
- **The National Science Foundation (NSF)** will reach out to the scientific research community, through potential means such as issuing a Dear Colleague Letter (DCL), to encourage research and workshop proposals on the origins, causes, and effects of bias, intolerance, discrimination, and hate, including antisemitism. NSF will encourage diverse research on hate through developmental, cognitive, social psychological, and sociological approaches. *(By November 2023)*
- **The Department of Homeland Security's (DHS) Directorate of Science and Technology** will work with other federal partners to support research on how antisemitism fuels violence across different violent extremist ideologies. *(By November 2023)*

#### Whole-of-Society Calls to Action

- **We call on academic and other research institutions to** deepen investments in multidisciplinary research on antisemitism, including scholarship that connects antisemitism with racism, misogyny, and other forms of hate.
- **We call on academic and other research institutions to** convene forums with community leaders, non-profits, and scholars to discuss antisemitism and its relationship to other forms of hate as well as best practices for countering antisemitism.
- **We call on academic and other research institutions to** create forums for Jewish and non-Jewish community leaders and K-12 teachers to partner with academics on educational resources that teach about antisemitism and other forms of hate.





## Pillar 2: Improve Safety and Security for Jewish Communities

All Americans deserve to practice their faith and pursue their lives without the threat or fear of attack or harassment. Many Jews and Jewish communities do not enjoy that peace of mind.<sup>31</sup> Security measures like guards and metal detectors have tragically become precautions that many Jewish institutions want and need at a scale never seen before in American history. Yet these measures can also serve as an ever-present reminder of the threat, further feeding the fear and anxiety of the Jewish communities they protect.

We need a more holistic approach to improve safety and security for Jewish and other communities—one that prevents violence against Jewish communities and results in accountability, deterrence, and an effective response. We will pursue an approach to security that protects vulnerable Jewish communities in the near term and reduces the threat in the future.

### Strategic Goal 2.1—Improve Data Collection on Antisemitism

Data and evidence are the foundation for understanding a problem and addressing it. America cannot effectively counter antisemitism if we lack robust data on how antisemitism manifests online and in the physical world. While programs and funds in the Jabara-Heyer NO HATE Act, which President Biden signed into law in 2021, are improving official government collection of hate crime statistics, the reporting, collecting, and analyzing of data related to hate crimes have been uneven and incomplete. Furthermore, official crime statistics alone do not capture unreported bias crimes and non-criminal incidents of bias, discrimination, and harassment. Hate crime and incident surveys, data collection, and analysis from nongovernmental organizations provide additional information but still only a patchwork understanding of the problem.<sup>32</sup> In close collaboration with state and local governments, civil society, online platforms, and affected communities, the Administration will continue working intensively to improve data collection, analysis, and reporting of hate crimes, as well as other incidents of hate and harassment online and in the physical world. These efforts are critical to ensuring that the public has a complete understanding of how hate harms Jewish and other communities, and to enabling actors across American society to fight antisemitism and other forms of hate.

#### Executive Branch Actions

- **The White House Office of Science and Technology Policy, with the Domestic Policy Council and National Security Council,** will launch an interagency effort to understand and eliminate the impediments to reporting hate incidents. This initiative will build on existing efforts to improve criminal justice data reporting and focus on the broader mechanisms that individuals use to communicate hate incidents and social marginalization. Developing a deeper understanding of the social, behavioral, and structural barriers to identifying hate incidents will empower the U.S. government to more accurately capture the frequency and scope of hate incidents and reduce these experiences through evidence-based policies and programs. *(By March 2024)*



- **The FBI** will continue to conduct outreach and provide technical assistance to law enforcement agencies that have not consistently reported hate crimes data through the National Incident-Based Reporting System (NIBRS), with particular attention to small agencies with the fewest resources for administrative management and data analysis. *(By November 2023)*
- **ED's Office for Civil Rights (OCR)** will continue to collect data on allegations of harassment or bullying based on religion, as it has since the 2013-14 Civil Rights Data Collection (CRDC). This will include reported allegations of harassment or bullying based on 14 categories of religion, including Judaism. *(Ongoing)*
- **The Department of Defense (DOD)** will leverage existing survey data to estimate prevalence of antisemitic and Islamophobic behavior in the military workplace to evaluate its policies to counter discrimination, discriminatory harassment, and extremist activity. This analysis would be the first to specifically estimate antisemitic and Islamophobic activity in the military workplace to identify gaps to be addressed in future policies, programs, and procedures to prevent and respond to antisemitism and Islamophobia in the military. *(By November 2023)*
- **The General Services Administration (GSA)** will continue enabling Presidential Innovation Fellows' (PIFs) work to improve data analytics, data collection, and data management in government. PIFs will continue to amplify executive agencies' data-related efforts to counter hate, including addressing antisemitism and other forms of hate. *(Ongoing)*

### Calls to Congress

- **We call on Congress to** fully fund the President's FY24 budget request to fund DOJ grant programs including the COVID-19 Hate Crimes and Khalid Jabara-Heather Heyer NO HATE Acts, the Matthew Shepard and James Byrd, Jr. Hate Crime Program, and the Community-based Approaches to Prevent and Address Hate Crimes. These programs support state and local efforts to implement National Incident-Based Reporting System, create state-run hate crime reporting hotlines, train officers, and develop protocols for identifying, investigating, and reporting hate crimes. These programs also support community-based organizations and civil rights groups implementing comprehensive approaches to promote community awareness and preparedness, increase victim reporting, strengthen community resiliency, and improve response to hate crimes. The President's FY24 Budget requests \$15 million for the COVID-19 Hate Crimes and Khalid Jabara-Heather Heyer NO HATE Acts, an increase of \$5 million over the 2023 enacted level.
- **We call on Congress to** require online platforms to gather data on all posts that violate the hate-speech prongs of their terms of service or community standards, analyze that data by sub-category of targeted group (including antisemitism), and report on this more granular analysis in regular transparency reports, so that the public and policymakers have a better understanding of trends and developments. Data collected by online platforms may provide the most complete and timely picture of antisemitism and other forms of hate in the country.





- **We call on Congress to** require platforms to provide credible, vetted researchers with access to their data and algorithmic recommendation systems, on the condition that researchers publicly publish research on hate online, including antisemitism, as well as its contribution to harassment and violence in the real world.

#### Whole-of-Society Calls to Action

- **We call on state and local officials to** convene community partners, including law enforcement, to discuss antisemitism and hate crimes, create a diverse network of community leaders, and encourage reporting of hate incidents. In Oklahoma City, for example, the mayor's office has worked with local community groups and national organizations to host town halls to discuss antisemitism and hate crimes. These efforts have encouraged local groups to coordinate more closely with law enforcement and those who track hate crimes. Oklahoma City has also leveraged the platform of the mayor's office to provide public moral support for the Jewish community and establish a firm community norm against antisemitism.
- **We call on local governments to** intensify efforts to improve hate crime reporting. Local governments should leverage Department of Justice (DOJ) resources, such as grants enable the establishment of state-run hate crime hotlines and DOJ materials to develop hate crimes bias training, so that communities feel comfortable reporting hate crimes. Elected leaders should ensure that all law enforcement agencies transition to the FBI's NIBRS to submit hate crimes data to the FBI for its annual report. Local officials should proactively engage targeted communities, including Jewish communities, to understand barriers to reporting and encourage greater reporting of hate crimes to local law enforcement.

#### **Strategic Goal 2.2—Ensure Robust Engagement Between Law Enforcement, Government Leaders, Civil Rights Organizations, and the Communities They Serve to Combat Hate Crimes**

Antisemitic hate crimes, like other hate crimes, are underreported to law enforcement.<sup>33</sup> As we work collectively to improve reporting of hate crimes, it is imperative that, once reported, law enforcement at every level swiftly investigates and, where appropriate, prosecutes hate crimes. Vigorous enforcement gives the public, especially targeted communities, the confidence that law enforcement is willing and able to address bias crimes. This Administration will continue to prioritize combating hate and discrimination in all forms, including hate crimes.

Greater confidence will, in turn, result in more reporting. Effective prevention of antisemitic incidents and vigorous enforcement of hate crimes laws also requires close and consistent coordination and dialogue among law enforcement, other government leaders, and targeted communities, including Jewish communities. We will continue to use all available mechanisms to ensure the voices of community leaders help guide our efforts to address hate crimes, such as the DOJ Uniting Against Hate Community Outreach Program and the DHS Faith-Based Security Advisory Council.



### Executive Branch Actions

- **U.S. Attorney Offices, FBI Field Offices, DOJ Community Relations Service members and others** will undertake targeted engagement with community-based groups including youth, faith leaders, cultural leaders, and civil rights organizers from Jewish communities and other communities victimized by hate crimes. This engagement will open dialogue with communities, help to reduce the fear and isolation that can arise from hate crimes, promote a common understanding of each community's security situation and concerns, and enable the sharing of threat information, as appropriate. *(By September 2023)*
- **DHS** will conduct a series of regional and online workshops on countering antisemitism, Islamophobia, and related forms of hate-motivated violence, such as online misogyny and gender-based violence, and violence against LGBTQI+, AANHPI, or Black communities. These workshops will provide direct assistance and help DHS identify additional ways to assist the Jewish community and other communities that have been targeted with violence. *(By November 2023)*
- **DHS** will convene listening sessions nationwide to better understand evolving threats and the safety and security needs of communities impacted by targeted violence, with an emphasis on underserved communities. Such sessions will help improve accessibility and information-sharing of DHS' resources to meet the needs of those impacted by hate-motivated violence. *(By September 2023)*
- **DHS' Faith-Based Security Advisory Council**, a multi-faith council, will amplify resources and tools to protect Jewish and other communities nationwide. *(By November 2023)*
- **The Department of the Treasury (Treasury)** will continue to promote information to assist financial institutions to identify financial transactions of violent extremists, including those motivated to violence by antisemitism. This will include Treasury's recently launched Domestic Violent Extremism Landing Page, which provides information to help financial institutions better address how violent extremists raise, move, and use funds to facilitate their violent acts against Jews and others. *(Ongoing)*
- **SBA** will work through its district offices to encourage small businesses to report incidents of antisemitism and other incidents of hate at their businesses to the proper authorities, including local law enforcement and community organizations. *(By September 2023)*
- **DOJ** will update and refine its hate crimes website with links to hate crimes related programs and information from across the government with plain language and easily sortable descriptions of the resources. DOJ will also work to increase public awareness of hate crimes and hate crime reporting, including by promoting the hate crimes website. *(By November 2023)*



## Calls to Congress

- **We call on Congress to** pass legislation to give DOJ enhanced tools to address the bias-motivated violence that is devastating communities across America. In particular, we call on Congress to make it a crime to conspire to commit hate crimes or to solicit the commission of a hate crime. Additional criminal prohibitions would better position the federal government to investigate, prosecute and report on hate crimes, including those targeting the Jewish and other impacted communities.

## Whole-of-Society Calls to Action

The public is an important partner in ensuring that hate incidents and crimes are investigated and prosecuted. It is vital that members of the public report hate crimes to law enforcement.

- **We call on state and local law enforcement to** work closely with Jewish communities in their jurisdictions to ensure Jews feel safe reporting antisemitic hate incidents and crimes. While today 63% of American Jews believe law enforcement is effective in responding to the Jewish community's needs, that number is a sharp drop from 81% in 2019.<sup>34</sup> To help ensure community needs are being met, law enforcement agencies should appoint an appropriate senior official to be a central point of contact for local Jewish communities when a security need arises.

**We call on law enforcement and local jurisdictions to** report all hate crimes. Dozens of cities with populations greater than 100,000 reported zero or did not report hate crimes to NIBRS in 2021, according to the FBI.<sup>35</sup> Simply put, they need to do better. Local, state, Tribal, and federal law enforcement agencies should voluntarily submit hate crimes data to the FBI under the 1990 Hate Crimes Statistics Act.

- **We call on law enforcement agencies nationwide to** use NIBRS to collect and share more accurate data with the FBI. Law enforcement should take advantage of increased DOJ resources—bolstered by the COVID-19 Hate Crimes and Khalid Jabara-Heather Heyer NO HATE Acts—to transition to using NIBRS to report all crime data, including hate crime data. Agencies should also leverage the Matthew Shepard and James Byrd, Jr. Hate Crime Program, which supports training, investigation, and prosecution of hate crimes, assistance to victims, and public outreach, for hate crimes bias training and establishing hate crimes hotlines.
- **We call on local and community leaders, law enforcement, and Jewish communities to** collaborate on efforts to improve hate incident reporting, increase trust, and raise awareness about what constitutes a hate crime.
- **We call on state and local law enforcement to** prosecute hate crimes consistently. State and local law enforcement should take advantage of existing DOJ resources to help recognize, investigate, and prosecute hate crimes. In particular, last year, DOJ released a new hate crimes recognition and reporting training aimed specifically at line-level officers, which can be requested by a local agency at no cost. In addition, this fiscal year, DOJ can award close to \$30 million in grants to support state and local agencies in investigating and prosecuting hate crimes, in addition to grants to improve reporting. Perpetrators of antisemitic hate crimes must be held accountable.



- **We call on state and local law enforcement to** work with local government and community partners to pursue alternative approaches such as restorative justice programs for addressing hate crimes, including antisemitic hate crimes. Restorative justice practices can include community-wide conversations about a crime or conflict in order to teach and create constructive engagement.

### **Strategic Goal 2.3—Enhance the Physical Security of Jewish and Other Religious Communities and Institutions**

Tragically, FBI hate crime data shows that attacks on synagogues, mosques, churches, gurdwaras, temples, and other religious institutions in the United States have been increasing. Assailants have taken precious lives, wounded congregants, and terrorized religious communities. Religious institutions have been burnt to the ground, firebombed, subject to bomb threats, and defaced with swastikas and other hateful graffiti. Sacred objects have been stolen or vandalized. For the past decade, funding assistance from federal, state, and local governments has provided crucial support for safeguarding our religious institutions across the country, particularly in response to violent extremists’ continuous targeting of houses of worship and religious gathering places. The ongoing threat to targeted communities, including the Jewish community, demands the continued expansion of security assistance to impacted institutions—not only from the federal government, but also from state and local governments and civil society. The Administration will continue to seek robust funding and provide assistance to local actors to help protect Jewish and other vulnerable communities from harm.

#### Executive Branch Actions

- **The Federal Emergency Management Administration (FEMA)** will make Nonprofit Security Grant Program (NSGP) funds easier to access for interested nonprofits. This includes enhanced training, new technical assistance, and engagements with rural and underserved communities to ensure they are aware of the purpose and requirements for this grant program. *(By November 2023)*
- **DHS** will, within its existing authorities, continue to take steps to improve access to publicly available resources to historically underserved community applicants of the NSGP, to increase equity in the application process. For example, DHS will approach Jewish communities that have not applied for NSGP funding to ensure they understand the benefits of the NSGP and the process for applying for such funding. DHS will partner with other departments and agencies with resources and authorities to provide such assistance, ensuring those agencies receive adequate information on DHS training and resources. *(By March 2024)*
- **AmeriCorps and DHS** will partner to amplify resources that support underserved communities and under-resourced organizations, including Jewish schools and synagogues that fit these criteria. *(By November 2023)*



- **The Cybersecurity and Infrastructure Security Agency (CISA) at DHS** will expand outreach and security capacity-building services to historically targeted communities, such as houses of worship, community centers, and private parochial schools, including Jewish day schools. These services include risk assessments, planning assistance, and active shooter and bomb prevention-related training. *(By September 2023)*
- **DHS and DOJ** will publish a fact sheet titled *Protecting Places of Worship: Six Steps to Enhance Security Against Targeted Violence* that outlines actions Jewish and other faith-based organizations and houses of worship can take to increase security through easily implementable steps that sustain an open and welcoming environment. *(By May 2023)*
- **The DHS Center for Faith-Based and Neighborhood Partnerships** will institutionalize its new Protecting Places of Worship Week of Action each September as part of National Preparedness Month and a Protecting Places of Worship Network that encourages peer-to-peer learning about steps organizations and communities can take to promote security and participate in activities like the NSGP. *(By September 2023)*

#### Calls to Congress

- **We call on Congress to** fully fund the President’s FY24 budget request of \$360 million for the DHS’ NSGP. These funds are vital to offset the costs of physical security enhancements for Jewish and other communities across the country.
- **We call on Congress to** continue to build upon improvements made to the NSGP in the FY23 National Defense Authorization Act. These additional changes would help strengthen the program’s effectiveness.

#### Whole-of-Society Calls to Action

- **We call on community-based violence prevention programs and local law enforcement to** build stronger ties with synagogues, Jewish community centers, Jewish day schools, and other Jewish institutions and organizations—and vice versa. Through these relationships, Jewish communities can avail themselves of federal training, technical assistance, and resources to bolster their security. Federal resources only reach as far as local actors’ ability to utilize them.
- **We call on mayors, governors, and municipal leaders to** establish a liaison to serve as a central coordinator for Jewish and other faith communities, especially as security needs arise. Many elected leaders have advisory groups or task forces that include faith leaders.

#### **Strategic Goal 2.4—Improve Threat Information-sharing Between Law Enforcement and Online Platforms**

Antisemitic and other hate crimes often start online. Violent extremists use online platforms to encourage and support violence against Jewish targets. Antisemitic conspiracy theories proliferate online, often linked to white supremacy and other forms of hate. The content often portrays Jews as collectively responsible for society’s ills and problems and, moreover, utilizes



memes and graphic imagery to reach a range of audiences that include young people.<sup>36</sup> Several non-profit organizations systematically monitor hate speech, including antisemitic content, on various online platforms. Greater information-sharing between law enforcement, expert non-profits, and online platforms would strengthen their collective ability to help prevent antisemitic harassment and attacks and ensure accountability for those who perpetrate them.

#### Executive Branch Actions

- **Federal law enforcement agencies** will assess their own nondiscrimination policies and encourage increased information-sharing. This includes between federal, state, Tribal, campus, school, and local government entities, and from the federal government to technology companies through more specialized analysis and production of educational materials, as well as more robust engagement with technology companies. Specifically, the National Counterterrorism Center (NCTC), DHS, and FBI will, consistent with their authorities, engage with online platforms to ensure the agencies are sharing their latest information on threats of violence. *(Ongoing)*
- **FBI and NCTC** will conduct an annual threat assessment on antisemitic drivers of transnational violent extremism. Antisemitism is a common threat stream across several different violent extremist ideologies, as evidenced in the classified assessment that FBI and NCTC completed in March 2023 to help shape this strategy. FBI and NCTC will release a declassified version of the threat assessment in conjunction with this strategy. Moving forward, these agencies will produce an annual declassified assessment that can be shared with technology companies and other nongovernmental partners. *(By March 2024)*
- **The Department of Commerce (Commerce)** will provide Congress with a report on the role of telecommunications in the commission of hate crimes. The report will discuss and analyze hate crimes motivated by antisemitism and other antisemitic conduct, including the use of social media to engage in antisemitic harassment. *(By December 2023)*

#### Whole-of-Society Calls to Action

- **We call on civil society organizations with expertise in antisemitism to** share their information on and analysis of antisemitic content online with federal, state and local law enforcement as well as with online platforms to better enable these actors to hold accountable those who create and spread antisemitism online, engage in antisemitic threats and harassment, and encourage hate crimes and hate-fueled violence.

#### **Strategic Goal 2.5—Expand Community-Based Prevention Efforts**

Improving physical security at institutions is a necessary step, but threatened communities cannot rely only on physical security. We must join our communities to expand efforts to reach and guide individuals off the pathway to antisemitic violence. Expanding community-based prevention efforts can help reduce the number of bias crimes and violent acts by connecting individuals to counseling, social services, and other supports to steer them away from hate and





conspiracy-fueled violence. To that end, the Administration will continue to invest in community-based violence prevention programs.

#### Executive Branch Actions

- **The NSC** will work to strengthen community-based violence prevention efforts. The NSC will explore ways to expand the use of financial, technical, and training assistance offered to state and local partners to prevent violence motivated by ideologies of hate and bias. Examples of such resources include the DHS Targeted Violence and Terrorism Prevention grant program and the Center for Prevention Programs and Partnerships (CP3) Regional Prevention Coordinator program. Mindful that previous prevention programs created trust deficits with key communities, DHS and other agencies have significantly increased engagement with faith-based, civil rights, and community organizations and leaders to address concerns and to ensure transparency and accessibility. For example, DHS has tasked the Faith-Based Security Advisory Council to explore ways to build trust, to ensure accessibility, and to improve partnerships. *(Ongoing)*
- **DOJ** will pilot a curriculum for middle and high school-age youth, designed to prevent youth hate crimes and identity-based bullying. The curriculum will provide an interactive learning process that educates young people about bias, prejudice, and hate, and provides them with the information, skills, and motivation to be active participants in combating prejudice and hate in their schools and communities, online and offline. *(By November 2023)*
- **NCTC, DHS, and FBI** will continue to publish resource guides and other technical assistance through the Joint Counterterrorism Assessment Team, including products specific to antisemitic violent extremism and continued enhancements to the First Responder Toolkit. *(Ongoing)*

#### Whole-of-Society Calls to Action

- **We call on private and philanthropic sectors to** invest further in community-based prevention programs to address violent extremist radicalization and recruitment, including those motivated by antisemitism. Community-based violence intervention programs typically identify community members who are at higher risk of radicalization and work to reduce extremist radicalization through targeted intervention. Examples include programs and initiatives that build a sense of community belonging (such as local volunteering opportunities and multicultural programming), strengthen digital literacy, teach skills for forming healthy relationships, expand opportunities that enable community members to detect the signs of radicalization to violent extremism, and develop cooperation among community, law enforcement, and social service organizations.
- **We call on local nongovernmental actors to** work with state and local leaders and vice versa to design and implement community-based prevention programs. New York, Hawaii, Colorado, and numerous other states have crafted statewide targeted violence



and terrorism prevention strategies that rely on multidisciplinary approaches involving civic organizations, health professionals, and others.<sup>37</sup> We need more engagement from all segments of society to bring such programs to fruition. Local actors can learn more from the Prevention Resource Finder at [www.dhs.gov/prevention](https://www.dhs.gov/prevention) or by contacting their state or local government leaders.

### Strategic Goal 2.6—Strengthen Support for Victims of Antisemitic Harassment and Attacks

Victims of hate crimes deserve swift, certain, and sustained support to address their needs and trauma in the aftermath of hate-fueled violence and harassment. We will continue to build more comprehensive approaches to rally federal support to Jewish and other targeted communities overwhelmed by hate crimes and violence. The Administration will also continue to build state and local capacity to support victims of hate crimes, including through mental health services. We will also work with state and local authorities, civil society, and the private sector to mobilize supports to assist communities that have suffered antisemitic attacks and harassment.

#### Executive Branch Actions

- In Executive Order 14092 (Reducing Gun Violence and Making Our Communities Safer), **the President directed** members of his Cabinet to develop a proposal by September 15, 2023, for the federal government to better support communities after a mass shooting and identify what additional resources or authorities the executive branch would need from Congress to implement this proposal.<sup>38</sup> *(By September 2023)*
- **The Administration will** continue to bolster efforts to improve services provided to people and communities that experience hate incidents or discrimination, including antisemitic incidents and discrimination. To this end, departments and agencies will look to use existing funding and programs to expand the capacity of community-based organizations that are implementing projects to support communities and people who have been the victims of hate incidents or discrimination. These projects include efforts to promote awareness, healing, reconciliation, services and federal benefits access, and/or resource development. Additional objectives that funding or guidance will address include:
  - Cultural competence among those serving people who have experienced hate incidents or discrimination;
  - Awareness and training on culturally-specific and trauma-informed remedies to help people who have experienced hate incidents or discrimination recover from trauma, and options to support victims who seek education and reconciliation with perpetrators in lieu of punitive options; and
  - Economic supports as survivors recover from trauma. *(Ongoing)*





- **The Department of Health and Human Services’ (HHS) Substance Abuse and Mental Health Services Administration’s (SAMHSA) National Child Traumatic Stress Network** will continue to provide resources on how to talk with children and youth about hate crimes and identity-based violence. This includes guidance on talking with children about the painful consequences of antisemitism and other forms of hate, as well as strategies for coping with the associated trauma and fear. *(Ongoing)*
- **HHS’ Administration for Community Living (ACL)** will continue to support Holocaust survivors by helping to ensure they receive person-centered trauma informed care. Since 2015, ACL and the Center on Holocaust Survivor Care have served over 43,700 Holocaust survivors and trained more than 7,300 of their family caregivers. These efforts help provide Holocaust survivors with the care they need.<sup>39</sup> *(Ongoing)*

#### Whole-of-Society Calls to Action

- **We call on state and local governments to** strengthen social services to support survivors of hate crimes and their communities. These may include victim compensation programs, victim advocate programs, culturally competent mental health services, and solidarity building initiatives such as restorative justice programs.
- **We call on local companies and businesses to** provide support and assistance to local communities that are victims of hate-fueled violence.

#### **Strategic Goal 2.7—Address Foreign Support for Antisemitism in the U.S.**

Rising antisemitism around the world contributes to antisemitic speech, acts, and violence in the U.S.—and vice versa. The Department of State, and the Office of the Special Envoy to Monitor and Combat Antisemitism (SEAS) in particular, play a critical role in coordinating international efforts to counter antisemitism globally, and the Administration will continue to provide robust support to this office. Yet, it is clear that antisemitism and violent extremists abroad provide material, ideological, or financial support for antisemitic movements in the United States. The Administration will intensify efforts to reduce foreign support and the transnational links that help fuel antisemitism in the United States. At the same time, the United States will continue to learn from, work with, and support the efforts of our allies and multilateral institutions that are implementing their own robust strategies to address antisemitism, or taking other actions to address antisemitism.

#### Executive Branch Actions

- **State** and **SEAS** will produce a report documenting promising overseas programs, policies, and actions that counter antisemitism including those that focus on law enforcement and hate crime prosecutions, multi-faith and intercommunal coalition-building, combating online hate, and antisemitism education. *(By September 2023)*



- **The NSC** will review federal agencies' authorities and capabilities to target transnational networks seeking to foster antisemitism in the U.S. and elsewhere, and work with Congress to ensure sufficient funding and authorities for this work. *(By September 2023)*
- **Treasury and State**, working with industry-convening organizations such as the Global Internet Forum to Counter Terrorism, will convene a forum to engage Money Services Businesses (MSB), non-MSB financial institutions, and crowdfunding websites on preventing hate groups from raising money through crowdfunding websites. This will include foreign partners that are addressing the same threat. *(By November 2023)*



## **Pillar 3: Reverse the Normalization of Antisemitism and Counter Antisemitic Discrimination**

America’s constitutional protections for robust free speech and tradition of free expression are a foundation of our democracy. While free speech allows for a vibrant public square, it also means that hateful, disgraceful, and even some threatening speech—including antisemitic speech—is constitutionally protected.

Alarmingly, antisemitism has been increasingly normalized in the public sphere. A majority of American Jews (69%) and the general U.S. adult population (82%) noticed antisemitism online in 2022, according to a survey from the American Jewish Committee.<sup>40</sup> These views are far too often legitimized by public figures—making this language feel more acceptable for others in their daily lives and giving comfort to those who seek to engage in antisemitic acts, including violence. The result is a climate of intimidation, anxiety, and genuine fear for Jewish communities across America, especially those who wear clothing or other items that visually identify them as Jewish. This is unacceptable. This Administration is committed to reversing the tide of normalized antisemitism by mobilizing a diverse and broad chorus of stakeholders to speak out and act against antisemitism at the national and local levels.

### **Strategic Goal 3.1—Speak Out Forcefully Against Antisemitic Speech and Conduct, and Increase Accountability for Antisemitism**

America must beat back and overwhelm hateful and antisemitic speech with a powerful chorus that rejects it, especially when it is spread by public figures. America will not be silent. As Rabbi Abraham Joshua Heschel wrote, “indifference to evil is worse than evil itself... in a free society, some are guilty, but all are responsible.”<sup>41</sup>

We must all say clearly and forcefully: Antisemitism and all forms of hate and violence can have no safe harbor in America. The Biden-Harris Administration will continue to lead in calling out antisemitism and urges actors across society—from Congress to Statehouses and City Halls, from professional athletes and artists to CEOs and community leaders, from the pulpit to the university—to call out and condemn antisemitism unambiguously and unequivocally.

Additionally, antisemitism has become increasingly normalized in part because, far too often, there is not sufficient accountability for antisemitic speech and conduct—and, therefore, little deterrence to antisemitic expression and acts. To roll back the normalization of antisemitism, however, there should be meaningful accountability for antisemitic conduct, both online and in person, including vigorous and timely enforcement of existing laws and standards.



### Executive Branch Actions

- **The Biden-Harris Administration** will continue to speak out clearly and forcefully against antisemitism and those who peddle it. There is no higher profile platform than the White House for pushing back against, rejecting, and re-stigmatizing antisemitism. The President and other federal leaders will continue to respond to prominent antisemitic acts and voices and use every appropriate opportunity to reaffirm the Administration's profound commitment to countering antisemitism. We strongly urge others to do the same. (*Ongoing*)

### Calls to Congress

- **We call on members of Congress to** continue to speak out against, stigmatize, and condemn prominent individuals and groups, including elected officials, who embrace and perpetuate antisemitism.

### Whole-of-Society Calls to Action

- **We call on elected leaders at all levels to** speak out against antisemitism. These leaders are close to affected communities, and their personal engagement with affected communities, both in response to and in advance of antisemitic incidents, is vital to building trust with those communities and demonstrating solidarity. It is particularly important for elected leaders to speak out when others who hold public offices engage in antisemitic speech and conduct.
- **We call on elected leaders at all levels to** recognize and celebrate those in their communities who speak out against antisemitism.
- **We call on national influencers, including media figures, athletes, gamers, entertainers, and other public figures, to** use their platforms to speak out against antisemitism and other forms of hate whenever they manifest.
- **We call on American CEOs and business leaders to** speak out loudly and clearly against antisemitic speech and conduct, especially when it occurs in communities where their businesses are based. American brands and CEOs have great influence, and failure to speak out only contributes to the normalization of antisemitism. Targeted communities must know that American businesses stand with them and against antisemitism.
- **We call on local businesses, community, civil society, and other leaders to** speak out when antisemitism and other forms of hate occur in their communities. Whether the incident is a swastika in a school, antisemitic leafletting of a neighborhood, or online harassment of a community member, community and civil society leaders must identify these incidents as antisemitic and strongly condemn them. Such local leadership is critical to uniting a community against antisemitism and marginalizing those who engage in antisemitic speech and conduct.



- **We call on all actors in American society, whether those operating at the global, national, regional or local level, to** review their association with and potential sponsorship or remuneration of individuals and entities that advance antisemitism. This might include reconsideration of a brand association, halting patronage of an antisemitic entity or individual, or “unfollowing” an account.

### Strategic Goal 3.2—Tackle Antisemitism Online

Antisemitism is becoming increasingly normalized in part because our contemporary information ecosystem connects fringe views online to mass media and amplifies sensational, hateful and divisive content. This information ecosystem has helped bring antisemitism from the shadows into the mainstream of society. Antisemitic comments, tropes, and conspiracies are rampant on social media platforms, and there is too little accountability for those who peddle and amplify them. Some platforms lack terms of service or community standards that meaningfully address hate speech that can lead to violence. Many more do not enforce their own terms of service and community standards with the vigor and investment necessary to effectively tackle this problem. Moreover, platforms are failing to provide sufficient transparency and access to data to allow the public and researchers to understand how and why content moderation decisions are made, their potential effects on users, and the very real dangers they may pose.

#### Executive Branch Action

- **Commerce** will identify ways in which companies’ practices with respect to collecting, storing, using, and processing data can potentially drive antisemitism or lead to privacy harms that disproportionately impact Jews and other communities. This analysis will be included in a larger Commerce report, which will also identify policy recommendations to mitigate these harms against Jews and other historically marginalized communities. *(By November 2023)*

#### Calls to Congress

- **We call on Congress to** hold social media platforms accountable for spreading hate-fueled violence, including antisemitism. The President has long called for fundamental reforms to Section 230 of the Communications Decency Act, and Congress should remove special immunity for online platforms. This should include removing immunity if an online platform utilizes an algorithm or other computational process to amplify or recommend content to a user that promotes violence, or is directly relevant to a claim involving interference with civil rights or neglect to prevent interference with civil rights.
- **We call on Congress to** impose much stronger transparency requirements on online platforms, including their algorithmic recommendation systems, content moderation decisions, and enforcement of community standards.
- **We call on Congress to** pass legislation requiring platforms to enable timely and robust public interest research, including on the spread of antisemitism and other forms of hate, using platforms’ data and analyzing their algorithmic recommendation systems, while maintaining users’ privacy.



### Whole-of-Society Calls to Action

- **To counter hate and antisemitism, the Biden-Harris Administration encourages all online platforms to independently commit to the following actions:**
  - Ensure terms of service and community standards explicitly cover antisemitism. The Administration commends platforms with terms of service and community standards that establish “zero-tolerance” for hate speech, including antisemitism. All online platforms are encouraged to adopt zero-tolerance terms of service and community standards.
  - Permanently ban repeat offenders, both personal accounts and extremist websites.
  - Invest in the human and technical resources necessary to enable vigorous and timely enforcement of their terms of service and community standards. Currently, many platforms do not adequately invest in enforcement of their terms of service and community standards, and numerous platforms have recently shed significant portions of their trust and safety workforces, leading to documented increases in hate speech on their platforms.<sup>42</sup>
  - Improve capabilities to stop recommending and de-rank antisemitic and other hateful content. Extensive research has shown that online platforms’ algorithmic recommendation and ranking systems—depending on the incentives driving them—can amplify and spread extremist and antisemitic content.
  - Increase the transparency of their algorithmic recommendation systems and data, and allow for public interest research to ascertain how these systems amplify and spread hate speech and antisemitic content to inform better content moderation tools and approaches. Antisemitism should be treated as a distinct category in transparency reports, and platforms should report on the volume of antisemitic content adjudicated on platforms.
  - Encourage and support trusted community moderators who receive dedicated, ongoing training in hate speech and bias, including antisemitism and its tropes.
  - Use their reach to raise awareness of antisemitism while also ensuring users have credible and factual information about Jewish people, antisemitism, and the Holocaust.
  - Engage frequently with civil society groups that actively monitor antisemitism in media and online to stay abreast of the latest developments.
  - Listen to the concerns of Jewish communities around the world to understand how Jewish users experience antisemitism and hate on their platforms and ensure antisemitism is understood, recognized, and properly addressed.
  - Establish relationships with Jewish community organizations to share best practices related to reporting hate speech and utilizing platforms to lift up Jewish stories.



### Strategic Goal 3.3—Increase Information, Digital, and Media Literacy and Civics Education to Prevent and Slow the Spread of Online Antisemitism

Online antisemitism is rampant and can be difficult for members of the public to identify. Advances in artificial intelligence will likely make this problem much worse. As conspiracy theories take an ever-growing hold on social media, robust education on the importance of critical thinking and interrogation of sources for biased and false information is critical. One of the best antidotes to these trends is information, digital and media literacy. Numerous studies have shown the benefits of providing consumers with tips for establishing the veracity of sources of information online, such as checking the source of information and validating the author.<sup>43</sup> Developing these skills can help Americans resist, counter, and challenge antisemitic conspiracies and stereotypes circulating online.

Civics education is another critical tool to prevent the spread of hate online, and it is vital to strengthening American democracy. Civics education enhances students' understanding of how government works, promotes student engagement and empowerment, brings students from different communities together, and helps students develop critical thinking skills.

#### Executive Branch Actions

- **Commerce** will open up applications for digital equity projects that promote digital inclusion, including awareness of online safety and the prevention of online harassment and abuse. In 2024, these digital equity projects will, for the first time, be eligible for Commerce's State Digital Equity Capacity Grants Program. This action was also highlighted in the Initial Blueprint of the White House Task Force to Address Online Harassment and Abuse. *(By May 2024)*
- **IMLS** will ensure the Federal Information Literacy Taskforce creates toolkits to help Americans understand, evaluate, and discern the reliability and accuracy of information. *(By November 2023)*

#### Calls to Congress

- **We call on Congress to** fully fund the President's FY24 Budget request for ED's new \$50 million investment to support Civics Participatory Learning and Engagement Grants. The grants would develop new, and expand existing, evidence-based, hands-on learning programs that help students develop digital and media literacy, among other skills.

#### Whole-of-Society Calls to Action

- **We call on states, cities, and school districts to** expand information, digital, and media literacy education to address online misinformation and disinformation, including related to antisemitism.
- **We call on libraries and non-profit organizations to** develop resources and programming on information, digital, and media literacy to address online misinformation and disinformation, including related to antisemitism.



- **We call on academics and experts to** research and evaluate promising practices to determine what information, digital, and media literacy strategies effectively help individuals identify online antisemitism and reduce further sharing and spread.

### **Strategic Goal 3.4—Address Antisemitism in K-12 Schools and on College Campuses**

Reports of antisemitic incidents have increased dramatically in many educational settings over the past several years.<sup>44</sup> This is unacceptable. Nearly one-third of Jewish students report personally experiencing antisemitism directed at them on the campus of an institution of higher education or by a member of the campus community, according to a 2021 study.<sup>45</sup> A 2022 survey found that over 50% of Jewish students worry that people make unfair judgments about them because they are Jewish, and that over 50% of Jewish students feel they pay a social cost if they support the existence of Israel as a Jewish state.<sup>46</sup> Swastikas and other antisemitic graffiti have been reported on numerous college campuses.

On college campuses, Jewish students, educators, and administrators have been derided, ostracized, and sometimes discriminated against because of their actual or perceived views on Israel. All students, educators, and administrators should feel safe and free from violence, harassment and intimidation on their campuses. Far too many do not have this sense of security because of their actual or perceived views on Israel. For example, a teaching assistant at the University of Vermont allegedly posted on social media about not giving Jewish students course participation credit; subtracted points for Jewish students, including because “I hate ur vibe in general”; added the word, “Kristallnacht,” above a picture of a damaged storefront with accompanying Hebrew text; and celebrated the theft of an Israeli flag from a Jewish student’s residence.<sup>47</sup>

Antisemitic expression and acts have also become common at many public and private secondary and elementary schools. For example, in fall 2022 antisemitic language and swastikas were found on tables and bathroom stalls in public schools in Livingston, New Jersey.<sup>48</sup> Similarly, the Montgomery County, Maryland, school district witnessed a series of antisemitic incidents, including graffiti and bullying, in early 2023.<sup>49</sup> Recent data showed a nearly 50% increase in antisemitic incidents at K-12 schools.<sup>50</sup>

Our schools and campuses must feel and be safe for all people. The Department of Education’s Office for Civil Rights (OCR) continues to enforce civil rights laws prohibiting discrimination, including discrimination based on national origin or shared ancestry. For example, it recently resolved investigations involving alleged failure to respond to antisemitic harassment in Vermont at the University of Vermont and State Agricultural College, and in Arizona in both the Kyrene School District #28 and Peoria Unified School District.<sup>51</sup> Everyone has a right to learn an environment free from antisemitic harassment. ED OCR will be watching to be sure these students are safe.





### Executive Branch Actions

- **ED** will launch an **Antisemitism Awareness Campaign**, aimed at raising awareness among educators, students, parents, and communities about the alarming rise of antisemitism and giving them tools to address it. The campaign will launch in May 2023 and gain momentum in fall 2023 as students across America go back to schools and campuses. The campaign will include the following actions:
  - **ED OCR** will issue a Dear Colleague Letter (DCL), reminding schools of their legal obligation under Title VI of the Civil Rights Act of 1964 to address complaints of discrimination, including harassment based on race, color, or national origin, including shared ancestry, such as Jewish ancestry, and ethnic characteristics. OCR will continue to enforce federal civil rights laws, including Title VI. *(By May 2023)*
  - **ED OCR** will continue to offer technical assistance to school communities as well as community organizations regarding Title VI, including its application to Jewish students and its coverage of certain forms of antisemitic discrimination, as well as how to contact OCR for assistance or to file a discrimination complaint. *(Ongoing)*
  - **Senior ED officials** will conduct site visits to PreK-12 schools and institutions of higher education that are engaging in their own campaigns to address antisemitism as well as those that have experienced upticks in antisemitism but have not yet adequately addressed such concerns. During these visits, ED will engage influencers, including other federal or state and local partners, to join and help amplify resources such as best practices in countering antisemitism, guides for parents in talking about antisemitism with their children, and toolkits for educators and administrators on countering antisemitism. *(By November 2023)*
  - **ED** will spotlight notable efforts by students, communities, educators, and administrators to prevent and address antisemitism. ED will disseminate information about these efforts to offer concrete examples of ways schools and campuses can engage in efforts to prevent and address antisemitism. *(By November 2023)*
  - **ED** will raise awareness about ED resources that can be utilized to prevent and address antisemitism, such as funding from the Bipartisan Safer Communities Act and resources available through ED's technical assistance centers. ED will also, where appropriate, disseminate information about other federal agencies' resources and events that may be applicable to school and campus communities. *(By November 2023)*
  - **ED's Center for Faith-Based and Neighborhood Partnerships** will spotlight strategies for school and campus communities to be more inclusive of Jewish and other religious identities, such as multi-faith student groups, afterschool programs, or school-based efforts aimed at fostering cross-community cooperation. *(By November 2023)*



- **ED** will promote technical assistance opportunities to help school and campus communities improve awareness of religious cultures and practices and accommodation of religious observances, including Jewish observances, such as observance of the Jewish Sabbath, major Jewish holidays, and dietary requirements. *(By September 2023)*
- **USDA** will convene rural institutions of higher education and land-grant colleges to share promising practices to address antisemitism and other forms of hate and bias. *(By March 2024)*
- **USDA** will work with subject matter experts to develop and disseminate materials for rural universities on how to address specific incidents of antisemitism; create educational opportunities on Judaism, Jewish culture and identity, and histories of antisemitism, including the Holocaust, for students, faculty and staff; and ensure that university calendars are inclusive and accommodation policies are made known to faculty and students alike. *(By November 2023)*
- **USDA** will provide educational opportunities for 4-H, FFA, and other rural youth organizations to learn how to identify and counter antisemitism and related forms of discrimination. *(By March 2024)*

#### Calls to Congress

- **We call on Congress to** fully fund the President’s FY24 Budget request of \$177.6 million for ED OCR. This is a \$37.6 million increase from the 2023 enacted level of \$140 million. The additional requested funds would strengthen OCR’s work to counter antisemitism and related forms of discrimination in K-12 schools and on campus.

#### Whole-of-Society Calls to Action

- **We call on schools and colleges to** issue clear and unwavering statements condemning all forms of hate, including antisemitism, especially in the wake of antisemitic incidents.
- **We call on schools and colleges to** have a clear and transparent mechanism for students to report hate incidents and acts of antisemitism. Schools and colleges should also be transparent about the measures taken in response to such reports. This should include resources for students who have been the victims of intimidation, undue harassment, or violence on the basis of being Jewish or perceived as Jewish.
- **We call on schools and colleges to** treat antisemitism with the same seriousness as other forms of hate.
- **We call on schools and colleges to** create committees or task forces to combat hate on campus, including antisemitism, composed of administrators, faculty, and students from diverse ethnic and religious beliefs and backgrounds.
- **We call on schools and colleges to** ensure that Jewish students are respected and have their needs met. This includes modeling attention and concern for Jewish students’ rights and needs together with those of other groups; explicitly condemning antisemitic incidents; attending Jewish student events and celebrations; and ensuring that cultural and



religious sensitivity policies also include areas of concern for Jewish students and families.

- **We call on schools and colleges to** ensure efforts to prevent and address antisemitism are integrated into their DEIA programs, including into mandatory trainings on discrimination and harassment.
- **We call on schools and colleges to** enhance awareness of religious cultures and practices. Ensuring accommodation of religious observances, including Jewish observances—such as observance of the Jewish Sabbath, major Jewish holidays, and dietary requirements—helps Jewish students feel included on campus. Schools should also ensure these accommodations for the cultures and practices of other faiths.
- **We call on a diverse range of student groups in K-12 schools and colleges to** play a role in preventing and addressing antisemitism. This may include condemning antisemitic incidents on their campuses, hosting events alongside Jewish organizations on a wide range of topics, and educating their membership about cross-cultural solidarity.
- **We call on Jewish student groups in K-12 schools and colleges to** consider developing materials for their campus communities on how to identify and combat antisemitism, hosting events alongside non-Jewish organizations, and encouraging participation across campus at events held at Jewish venues, such as campus Hillel buildings.

### **Strategic Goal 3.5—Use Federal Nondiscrimination Laws to Counter Antisemitic and Related Forms of Discrimination**

Depending on the context, antisemitic discrimination may be classified as discrimination on the basis of religion, national origin, ethnicity, or some combination of these factors. Several federal laws prohibit discrimination on these bases, among other grounds. (For further details, see Appendix B: Federal Civil Rights Laws Prohibiting Antisemitic Discrimination).

Government agencies that enforce such laws seek to prevent discrimination by ensuring that these legal obligations are widely understood and observed. In addition, anti-discrimination enforcement agencies take steps to make sure communities know how to file complaints when they believe such discrimination has occurred. They also take action to enforce our country's civil rights laws. (For further details, see Appendix C: Illustrative Federal Enforcement Actions).

With respect to antisemitism and related forms of discrimination, the federal government will do more to increase awareness of these laws and how to report alleged violations. When developing materials on discrimination, agencies will consult with a full array of community members. Federal outreach efforts regarding antisemitic discrimination will include diverse Jewish organizations with attention to sectors of the Jewish community that have been disproportionately targeted by antisemitism. Government agencies will also fully enforce these prohibitions on discrimination.



### Executive Branch Actions

- **Eight agencies—USDA, DOL, HHS, the Department of Housing and Urban Development (HUD), DHS, DOI, the Department of Transportation (DOT), and Treasury**—will produce fact sheets explaining that Title VI of the 1964 Civil Rights Act prohibits discrimination based on shared ancestry or ethnic characteristics, including certain forms of antisemitic, Islamophobic, and related forms of discrimination and bias, in federally funded programs and activities. This will be the first time these agencies have recognized in writing that Title VI prohibits such forms of discrimination in their federally funded programs and activities. *(By September 2023)*
- **These agencies, along with DOJ and ED**, will also take other steps to increase awareness of laws prohibiting antisemitic, Islamophobic, and related forms of discrimination and bias and to ensure that individuals and organizations know how to make claims regarding violations of such laws. These steps will include engaging with entities that are prohibited from discriminating in these ways to explain their legal responsibilities and informing communities of their rights to be free from discrimination and how to file complaints.<sup>ii</sup> *(By November 2023)*
- **DOJ** will continue and increase its efforts to educate the public and work to raise awareness about the requirements of the Religious Land Use and Institutionalized Persons Act (RLUIPA). *(By September 2023)*
- **OPM** will share a toolkit and facilitate learning sessions for federal unions on countering antisemitism, Islamophobic, and related forms of bias and discrimination. OPM will also survey federal agencies to identify agency trainings that could amplify this strategy's directives, and will prompt agencies to create new trainings that support this strategy. *(By November 2023)*

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<sup>ii</sup> To the extent authorized by agencies' statutes and regulations and as appropriate, additional steps will include :

- Agencies with authorities prohibiting religious discrimination will take steps to increase awareness of those authorities in the context of the agency's programs, featuring examples of antisemitic, Islamophobic, and other forms of religious discrimination.
- Agencies will ensure that examples of antisemitic, Islamophobic, and related forms of unlawful discrimination are incorporated into existing agency materials that educate agency personnel as well as external stakeholders about the coverage of relevant civil rights statutes and/or regulations.
- Agencies will create or update public landing pages on their websites on religious discrimination and/or discrimination on the basis of ethnicity or shared ancestry, where relevant agency authorities and resources will be featured.
- Once agencies have successfully resolved cases involving claims of antisemitic, Islamophobic, and related forms of discrimination, they will make efforts to publicize the resolution of those cases as appropriate.
- Agencies will develop educational resources for Jewish, Muslim, Sikh, Hindu, and other communities, informing them of their rights to be free from discrimination and will help those communities navigate and understand those resources.
- If agencies have the legal authority to do so, they will investigate complaints alleging antisemitic, Islamophobic, and related forms of discrimination.
- Agencies that have existing data collections on antisemitic, Islamophobic, and related forms of discrimination will publicize those collections as appropriate.



- **DOT, through the Federal Transit Administration,** will initiate research to identify the data available at the transit-agency level to better understand the extent to which race, ethnicity, and religion or religious appearance impact assaults on, harassment of, and discrimination against transit riders. *(By November 2023)*
- **DOT's Anti-Discrimination Subcommittee of its Aviation Consumer Protection Advisory Committee (ACPAC)** will make public recommendations to the ACPAC on best practices or actions that can be taken by DOT, airlines, or other entities to ensure nondiscriminatory delivery of airlines' programs and activities to air travelers, including with respect to the race, ethnicity, and the religious identity and practices of passengers. *(By March 2024)*
- **HUD** will include examples of antisemitic and Islamophobic housing discrimination in its initiative to educate young adults from high school through adulthood on their fair housing rights. HUD will also partner specifically with Jewish, Muslim, Sikh, and other faith-based organizations to educate young adults on their fair housing rights. *(By September 2023)*
- **HUD** will issue a letter to the over 200 federally-funded Fair Housing Initiatives Programs and Fair Housing Assistance Programs on countering antisemitism, Islamophobia, and related forms of bias and discrimination in housing. The letter will include examples of these forms of housing discrimination and outline the rights people who experience discrimination have under the Fair Housing Act. *(By May 2023)*
- **HHS** will produce reference materials for medical schools and health care providers on discrimination in patient care on the bases of race, religion, ethnicity, and national origin, as well as discrimination against health care providers on the basis of their religious beliefs or moral convictions. These materials will include specific examples of antisemitic, Islamophobic, and related forms of bias and discrimination in health care settings. HHS will also offer trainings on HHS's antidiscrimination laws to medical schools nationwide to train future health care providers. *(By November 2023)*
- **DOD** will conduct a review of existing training to identify any gaps in coverage of antisemitic and Islamophobic conduct as a form of prohibited discrimination. *(By November 2023)*
- **VA** will investigate the feasibility of tracking incidents of religious discrimination against VA employees, broken down by specific religion. *(By May 2024)*

#### Whole-of-Society Calls to Action

- **We call on state and localities to** review their anti-discrimination laws and other authorities to identify all tools that can be used to address every form of discrimination and hate-fueled violence, including antisemitism, and ensure that they are using those authorities to the fullest extent possible.
- **We call on employers to** ensure that their policies and practices on discrimination and harassment are clear and vigorously enforced. When providing examples of harassment in company policy and training, employers should include obvious and more subtle examples of antisemitic and related forms of harassment. When providing training on



discrimination and implicit bias, employers should include examples involving antisemitism.

- **We call on bar associations and other legal networks to** increase awareness of legal authorities prohibiting antisemitic and related forms of discrimination, including by convening discussions of such authorities and producing resources on them.

### **Strategic Goal 3.6—Promote Religious Communities’ Equitable Access to Government Programs and Religious Accommodations**

President Biden’s Executive Orders on advancing equity note that religious minorities, such as Jews, are among the communities that have sometimes been denied the consistent and systematic fair, just, and impartial treatment to which all individuals are entitled.<sup>52</sup> In that spirit, the Administration will take steps to ensure that Jewish Americans receive consistent and systematic fair, just, and impartial treatment by all levels of government.

#### Executive Branch Actions

- **USDA** will work to ensure equal access to all USDA feeding programs for USDA customers with religious dietary needs. This will include increasing commercially available kosher and halal foods that are priorities for Jewish and Muslim program participants; expanding the number of kosher or halal certified foods in USDA’s food procurement; training schools on how to meet students’ religious dietary needs for the National School Lunch and School Breakfast programs; and expanding outreach and technical assistance for kosher and halal meat processors. *(By March 2024)*
- **HHS** will expand its engagement with chaplains and leaders from multiple faiths to promote increased cultural and religious competence in healthcare settings. This includes work with chaplains and faith leaders who are involved in patient care settings to better understand the specific needs of religious patients and staff, identify hospital policies and practices most affecting religious patients and healthcare staff, and synthesize the findings for doctors, nurses, and hospital administrators. *(By November 2023)*
- **HHS** will expand efforts to ensure kosher and halal foods are available in hospitals. *(By November 2023)*
- **VA** will continue to ensure all VA hospitals accommodate kosher and halal meal requests for inpatients and patient residents, as well as culturally appropriate nutrition education and counseling to meet the religious dietary needs of veterans. *(Ongoing)*
- **ED** will produce or disseminate webinars for public schools on religious accommodation requirements and best practices for addressing the needs of students and staff members who must be absent from school in order to celebrate religious holidays and/or engage in religious observances. *(By September 2023)*



- **EEOC** will broadly disseminate its materials on nondiscrimination and religious accommodations in the workplace to employers and employees, including federal agencies, nongovernmental employers, and workplace Employee Resource Groups. This will include the recently released EEOC fact sheet, “[What To Do If You Face Antisemitism at Work.](#)” (By September 2023)

#### Whole-of-Society Calls to Action

- **We call on state and local leaders to** work with Jewish and other religious communities to ensure that calendars for public schools and elections consider the major holidays of religious groups of all faith communities, including Jewish, Buddhist, Hindu, Muslim, Orthodox Christian, and Sikh communities, and that appropriate religious accommodations are made.
- **We call on state and local leaders to** join the federal government in increasing access to kosher, halal, and other foods required to meet religious diets, including increasing such access in all government-funded feeding programs.
- **We call on hospitals and nursing homes to** join the federal government in increasing patient and family access to kosher, halal, and other foods required to meet religious diets.
- **We call on employers to** ensure that workers know about employers’ legal duty to accommodate workers’ sincerely held religious beliefs or practices unless the accommodation would impose an undue hardship on an employer’s business.
- **We call on bar associations and other legal networks to** increase awareness of legal authorities requiring or permitting religious accommodations for Jews and people of other faiths, including by convening discussions of such authorities and producing resources on them.





## **Pillar 4: Build Cross-Community Solidarity and Collective Action to Counter Hate**

Antisemitism does not exist in a vacuum. While antisemitism has unique characteristics, people who express hatred toward Jews frequently hold other biases based on actual or perceived religion, race, ethnicity, national origin, sexual orientation, gender, or gender identity. The perpetrators of hate-fueled attacks frequently deploy rhetoric that contains antisemitic, anti-Black, and anti-LGBTQI+ themes. The Neo-Nazis who marched in Charlottesville in 2017 believed in a toxic brew of myriad hatreds. Those who target Jews also target women, Black, Latino, Muslim, AANHPI, and LGBTQ+ Americans, and so many other communities. One report found that 91% of Americans believe antisemitism is a problem for everyone, and yet, in many instances, Jews feel as though antisemitism is ignored, discounted, or not taken as seriously as other forms of hate and bigotry.<sup>53</sup>

In the face of antisemitism, increased physical security is a vital and necessary precaution. But a sense of security also stems from a safety net of cross-community solidarity. That is why solidarity and mutual support across diverse communities of different backgrounds and beliefs is crucial. It is also one of our country's most important values. In September 2022, President Biden hosted the United We Stand Summit, gathering together Americans who represent the full spectrum of experience and diversity in our Nation to demonstrate solidarity against all forms of hate.

Still, targeted communities are often too siloed in their experiences of hate and attempts to combat it. Antisemitism and other forms of hate do not operate in isolation from each other; nor should the communities they target. Increasing space for deeper awareness, shared empathy, and action across communities is critical to preventing hate and building resilience in the face of rising antisemitic and other forms of hate-motivated violence.

It is imperative that non-Jewish and Jewish communities work together and stand up for each other in order to counter antisemitism and other forms of hate. It is essential that non-Jewish voices continue to speak out and intensify their efforts to combat antisemitism. These partners should reach into their own communities to explain the gravity and depravity of antisemitism, and also address specific instances of antisemitism that may arise. A diversity of voices and actors signals that antisemitism is not just a problem for Jews, but for all. At the same time, it is crucial that Jewish communities continue to speak out and intensify their efforts against other forms of hate that afflict so many different communities in America and support other communities when they are targeted.

We must all recognize that hate against one group of Americans threatens all other groups. Building on the United We Stand summit, the Administration will intensify its work to strengthen allyship across targeted communities and support efforts by other governmental actors and sectors to do the same. We will apply the lessons learned in developing this strategy to additional efforts to counter hate against other communities, including Muslim Americans, Sikh Americans, and other religious communities that experience hate-motivated violence and discrimination.



### Strategic Goal 4.1—Identify and Scale the Most Effective Cross-Community, Solidarity-Building Efforts

A key aim of those who spread hate is to turn individuals against one another based on faith, race, national origin, ethnicity, sexual orientation, gender, gender identity, or other factors. We can counter these efforts by refusing to be divided. American Jewish communities have a long legacy of building cross-community relationships characterized by meaningful connection, trust, mutual respect, and understanding across differences. As they have throughout American history, partnerships across diverse communities and faiths provide a foundation to counter antisemitism and other forms of hate.

Cross-community coalitions can also respond with a unified voice against violence, discrimination, and bias in the immediate aftermath of antisemitic incidents, including with joint statements and other demonstrations of solidarity, coordinated community alerts, town hall meetings, or media events, and neighborhood safety events. After antisemitic slurs were spray-painted on a high school in Montgomery County, Maryland, in December 2022, for example, hundreds of neighbors turned out to light a Hanukkah menorah at the school.<sup>54</sup>

Governments and nongovernmental entities must work together to identify, raise awareness of, and support the effective cross-community, solidarity-building efforts at the local and national levels.

#### Executive Branch Actions

- **The White House Office of Public Engagement** will launch the Ally Challenge, inviting Americans to describe their acts of allyship with Jewish, Muslim, or other communities that are not their own. Americans will be invited to share stories about steps they have taken to ensure that their neighbors of other races, ethnicities, religions, sexual orientations, genders, and gender identities, do not stand alone when they face discrimination and bias. Leaders of outstanding allyship projects will be recognized by the White House. *(By November 2023)*
- **The President’s Committee on the Arts and Humanities** will work with national and local leaders in the public, private and non-profit sectors to bolster social cohesion in America, advance the well-being and resilience of all communities, including Jewish Americans, and combat hate and targeted violence, including antisemitism. *(By November 2023)*
- **DOI** will work through NPS to create materials to highlight how parks and public lands are places of community and should be free of hate, discrimination, and bias. DOI’s NPS Community Engagement Program will also develop new partnerships with Jewish community organizations. *(By March 2024)*
- **ED** will highlight K-12 afterschool programs and university clubs that encourage multi-faith or cross-community bonding through shared experiences. *(By September 2023)*
- **IMLS** will strengthen its funding streams to encourage libraries, archives, and museums to leverage IMLS funding to take direct action and support cross-community solidarity building efforts to counter antisemitism and other forms of hate. *(By March 2024)*



- **AmeriCorps** will work with Service Year Alliance, a nonprofit that promotes national service, to develop resources for a 2023 pilot program aimed at understanding best practices for uniting young people across cultures, faiths, and backgrounds. *(By Spring 2024)*
- **HHS** will leverage the National Youth Sports Strategy (NYSS)<sup>55</sup> and the President’s Council on Sports, Fitness & Nutrition<sup>56</sup> to spotlight how activities like sports, fitness, dance, cooking, volunteering and more can build community solidarity to counter antisemitism and other forms of hate. This will include a summer 2023 digital campaign led by members of the President’s Council on Sports, Fitness & Nutrition encouraging the public to share personal stories of how activities like sports or cooking have promoted connection, inclusion, and cross-community solidarity. This will also include a partnership with the nonprofit Football for Peace to host a soccer Peace Match in Washington, D.C., in fall 2023, to showcase the importance of cross-community solidarity through sports. *(By November 2023)*

#### Calls to Congress

- **We call on Members of Congress to** lift up exemplary cross-community partnerships to counter hate, discrimination, and bias in their districts and highlight best practices from those partnerships.

#### Whole-of-Society Calls to Action

- **We call on Jewish civil society to** intensify their activities and efforts to combat hate, discrimination, and bias faced by other communities. Local Jewish communities should join multi-faith, interracial, cross-class coalitions and campaigns. This outreach can help build deeper and stronger relationships both within the Jewish community and between Jews and non-Jews who work in solidarity against hate, violence, and on other issues affecting their communities.
- **We call on communities that are the victims of hate and hate-fueled violence to** join with Jewish communities and civil society in solidarity and action against antisemitism.
- **We call on states and localities to** collaborate with nongovernmental partners to support local solidarity-building projects. An example of such partnerships is New York City’s *Breaking Bread, Building Bonds* initiative.<sup>57</sup> The project aims to organize 1,000 meals, city-wide, each with a group of 10-12 diverse New Yorkers who engage in conversation about shared values, such as hospitality. New York City is partnering with The People’s Supper, the United Jewish Appeal-Federation of New York, and several community-based organizations in this effort.
- **We call on service and volunteer programs to** partner with diverse schools, employers, and other civil society actors to incorporate solidarity-building work into their service activities.
- **We call on civil society organizations at the national, regional, and local levels to** identify evidence-based cross-community solidarity-building efforts and work to advance them in communities across the U.S.



## Strategic Goal 4.2—Expand and Mobilize Multi-Faith Partnerships

The First Amendment guarantees robust religious liberty protections for people of all faiths and beliefs. The right to religious freedom has helped produce a vibrant and varied religious landscape in the United States. Countless Americans identify as people of faith, and many are active in houses of worship and other religious institutions or networks, including religiously-affiliated schools, faith-based service organizations, denominational conventions and associations, faith-based movements that advocate on public issues, and informal groups devoted to study of scripture, prayer, and mutual support. People of different faiths often come together to serve those in need, exchange ideas, stand in solidarity with one another, and partner on public issues of shared concern.

Leaders of diverse faiths, for example, marched together in Selma, Alabama, against Jim Crow segregation and in support of the Reverend Dr. Martin Luther King’s call for building the Beloved Community. They locked arms and faced down the Neo-Nazis in Charlottesville in 2017. When a gunman entered a synagogue in Colleyville, Texas, in January 2022, taking the rabbi and three worshippers hostage, a nearby Catholic church opened its doors to the hostages’ families and Baptist and Muslim neighbors arrived to help.<sup>58</sup> When the only mosque in Victoria, Texas, was burned to the ground in 2017 in a hate crime, the town’s sole rabbi handed mosque leaders a set of keys to the synagogue.<sup>59</sup> Throughout American history, Baptists and Buddhists, Jews and Jains, Mormons and Muslims, Sikhs and Seventh-day Adventists, among many others, have stood together countless times to advance principles of justice, civil rights for all, and *tikkun olam*—repairing the world.

This kind of multi-faith cooperation is essential to countering the scourge of antisemitism and other forms of hate, discrimination, and bias. It must be expanded and strengthened at this critical time in America’s history. Religious leaders and faith groups can and should lead the way. However, government can play a supporting role, including by using its power to convene and connect diverse leaders and share best practices.

### Executive Branch Actions

- **The White House Office of Faith-Based and Neighborhood Partnerships**, in cooperation with federal agency Centers for Faith-Based and Neighborhood Partnerships and diverse faith leaders, will produce a toolkit for faith communities on standing in solidarity with other religious communities to combat antisemitism and other forms of hate. *(By September 2023)*
- **USDA** will convene a dialogue with religious leaders from across rural America to assess the state of antisemitism and highlight effective strategies to counter antisemitism, centered on building solidarity across faiths. *(By November 2023)*
- **The White House Office of Public Engagement and the White House Office of Faith-Based and Neighborhood Partnerships**, in cooperation with federal agency Centers for Faith-Based and Neighborhood Partnerships, will partner with diverse faith communities to organize a week of action devoted to forming or expanding and showcasing multi-faith partnerships aimed at countering antisemitism and other forms of hate. *(By November 2023)*



- **VA** will expand its chaplain partnership with Jewish, Muslim, and other chaplain associations and facilitate local multi-faith partnerships among chaplains of diverse faiths. *(By Summer 2023)*
- **HHS** will work with chaplains to promote and expand multi-faith partnerships in healthcare settings. *(By November 2023)*
- **AmeriCorps** will encourage multi-faith service projects for its 9/11 Day of Service. Through these service projects, Americans of different religions will have the opportunity to increase understanding and work together towards common service goals. *(By November 2023)*

#### Calls to Congress

- **We call on Members of Congress of different faith affiliations to** continue and expand efforts to come together across religions and political parties to speak out against hate, discrimination, and bias.

#### Whole-of-Society Calls to Action

- **We encourage non-Jewish faith leaders to** educate their communities about both antisemitism and Jewish heritage, history, and culture, as well as the core American principle that people of all faiths have equal rights to religious liberty.
- **We encourage non-Jewish faith leaders to** urge their communities to speak up when they hear speech that is antisemitic or witness antisemitic discrimination.
- **We encourage all faith leaders to** speak out publicly—and wherever possible, collectively—when anyone is attacked for their faith or religious identity. An attack on one must be treated as an attack on all.
- **We encourage all faith leaders to** continue the long and proud tradition of calling for full recognition of others' civil and human rights.
- **We encourage youth groups from a diverse range of religious communities to** develop and incorporate multi-faith social activities, service events, and educational programming into their curricula.



## The Way Forward

This strategy represents the most comprehensive and ambitious effort to counter antisemitism in American history. We call for all actors—from the executive branch to Congress, from state and local governments to community and faith leaders, and from civil society to the private sector—to raise awareness about antisemitism and Jewish American heritage, safeguard Jewish communities, reverse the increasing normalization of antisemitism, and build allyship among diverse communities against all forms of hate. Everyone has a part to play in this effort.

This strategy sets clear goals, commits to new actions, and seeks to mobilize all of American society to counter antisemitism. It is a catalyst and a blueprint for the work ahead. Implementation and sustained focus on countering antisemitism is imperative if we, as a society, are to stem the tide of this hate and protect our democracy.

The Biden-Harris Administration will take the lead to implement this strategy, particularly the agency actions and commitments, through an ongoing interagency process, consisting of senior officials from agencies across the federal government, led and coordinated by the White House Domestic Policy Council and National Security Council. This interagency process will also encourage and support the whole-of-society actions called for in this strategy. This process will include working with bipartisan Members of Congress to pass needed legislation as well as ongoing engagement with state, local and nongovernmental stakeholders to advance the strategy's calls to action. This interagency process will convene at least semi-annually at the Principals' level to ensure expeditious implementation.

Strengthening democracy and accountability for hate in America is the ultimate long-term bulwark against rising antisemitism and other forms of hate. History shows that governments that value and support diversity and in which citizens feel empowered is one of the strongest antidotes to antisemitism, hate, and conspiracy theories.

We will continue to deliver for communities in our broader efforts to restore trust in government and protect democracy. We will continue to invest in strengthening the pillars, mechanics, and culture of democracy in America. We will continue to ensure that the large economic, private, and socio-cultural institutions that shape American life—from the tech sector to finance to media—are held accountable and serving the interests of ordinary people. The Administration will continue to invest in and promote civic virtues and urge all Americans to respect each other as fellow citizens.

Our country's culture of pluralism is one of our most cherished assets. We were founded on the idea that our whole is stronger than the sum of our parts. *E pluribus unum*: out of many, one.

This strategy represents a detailed plan to counter antisemitism in America as well as a foundation to tackle other forms of hate in our society, and to protect our greatest strength: our democracy.



# Appendix

## **APPENDIX A: New York City Training — “Understanding Jewish Experiences and Antisemitism.”**

In April 2022, New York City (NYC) released a training called, “Understanding Jewish Experiences and Antisemitism,” to develop cultural competence and understanding of its diverse Jewish communities.

The training introduces diverse Jewish cultures and religious practices, outlines ways to effectively understand and respect Jewish identity, and distills the protections of the NYC Human Rights Law.

One part of the training provides in-depth education on the experiences and customs of NYC’s Hasidic and other traditional Orthodox communities, who have disproportionately borne the brunt of recent antisemitic violent attacks.

NYC developed the training in partnership with local community groups. It has trained city employees, public officials, law enforcement, teachers, and others with this material. The training has also been used by thousands of NYC nonprofits, companies, schools, faith communities, and other institutions.

## **APPENDIX B: Federal Civil Rights Laws Prohibiting Antisemitic Discrimination**

Federal civil rights laws prohibiting antisemitic discrimination include:

- Title II of the 1964 Civil Rights Act prohibits discrimination in certain places of public accommodation on the basis of a person’s race, color, religion, or national origin. Places of public accommodation include hotels, restaurants, retail establishments, theaters, concert halls, and sports arenas.
- Title III of the 1964 Civil Rights Act prohibits discrimination on the basis of a person’s race, color, religion, or national origin in public facilities such as parks, libraries, auditoriums, and prisons.
- Title IV of the 1964 Civil Rights Act protects students in public schools and colleges from discrimination based on race, color, religion, or national origin.





- Title VI of the 1964 Civil Rights Act prohibits discrimination based on race, color, or national origin in programs or activities receiving federal financial assistance. These protections have been interpreted to extend to individuals who have experienced discrimination, including harassment, based on their actual or perceived (i) shared ancestry or ethnic characteristics, or (ii) citizenship or residency in a country with a dominant religion or distinct religious identity. Thus, Title VI prohibits discrimination based on race, color, or national origin against individuals of any religion, such as those who are Jewish, Christian, Muslim, Sikh, Hindu, or Buddhist, where the discrimination involves, for example:
  - Racial, ethnic, or ancestral slurs or stereotypes;
  - How a student looks, including skin color, physical features, or style of dress that reflects both ethnic and religious traditions; and
  - A foreign accent, a foreign name, or speaking a foreign language.
- Title VII of the 1964 Civil Rights Act prohibits employment discrimination on the basis of race, color, religion, sex, and national origin by employers with fifteen or more employees. This prohibition on religious discrimination requires employers to provide reasonable accommodation of workers' religious practices, unless doing so would place an undue hardship on the business.
- The Fair Housing Act prohibits discrimination because of race, color, religion, or national origin, among other grounds, in the sale, rental, advertising, or financing of housing.
- The Equal Credit Opportunity Act prohibits discrimination in the extension of credit based on a person's race, color, religion, national origin, sex, marital status, or age, among other grounds.
- The Religious Land Use and Institutionalized Persons Act (RLUIPA) protects individuals, houses of worship, and other religious institutions from discriminatory or unduly burdensome zoning and other land use laws. This law also protects the right to free exercise of religion for institutionalized persons.

### **APPENDIX C:**

#### **Illustrative Federal Enforcement Actions**

In August 2022, the Department of Education's Office for Civil Rights determined that an Arizona school district violated Title VI by failing to respond appropriately to notice of ongoing antisemitic harassment of a student by numerous classmates, both in school and on social media for over five months. The harassment included antisemitic slurs and disparaging remarks about the student's Jewish heritage. In the resolution agreement, the school district promised to address the student's academic and counseling needs; revise its policies and procedures to address the fact that Title VI's prohibition against harassment includes harassment based on Jewish ancestry; and train staff on these issues.



In September 2022, the Department of Education’s Office for Civil Rights found that peer harassment that included mimicking “Heil Hitler” salutes and drawing Swastikas on photographs of students’ faces created a hostile environment that another Arizona school district had notice of and failed adequately to address. To remedy the violations, the district agreed to provide support and remedies to affected students, conduct a climate assessment regarding harassment, review and revise policies to address harassment, train staff including regarding implicit bias, and provide developmentally appropriate educational programs for students about how to recognize and report harassment.

In April 2023, the Department of Education’s Office for Civil Rights resolved an investigation of the University of Vermont’s responses to allegations of antisemitic incidents that targeted Jewish students. The investigation confirmed that the University’s responsive steps were delayed; not designed to rectify concerns communicated to the University, including regarding the existence of a hostile environment; and may have discouraged students and staff from raising further concerns with the University regarding antisemitic harassment. To resolve the investigation, the University’s commitments include reviewing and revising policies and procedures to include a description of forms of discrimination that can manifest in the university environment, training university staff and leadership on the Title VI prohibition against harassment based on national origin, and submitting for Federal review copies of case files of complaints of antisemitism.

In October 2022, the Equal Employment Opportunity Commission filed a suit against emergency transport companies located in Greenwood Village, Colorado, alleging that they violated federal law by discriminating and retaliating against a nationwide class of applicants and employee first responders with sincerely-held religious beliefs that required them to wear beards, in conflict with these companies’ policy against facial hair. The class members include individuals who are Jewish, Sikh, and Baptist.

In March 2021, DOJ announced an agreement with the Township of Toms River, New Jersey, to resolve allegations that the Township violated the Religious Land Use and Institutionalized Persons Act (RLUIPA) by severely restricting where houses of worship could locate within its jurisdiction.<sup>60</sup>



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