Dear CHRO/CEO,

On October 7th 2023, Hamas, a designated terrorist group, perpetrated the worst terror attack in the history of modern Israel. The atrocities Hamas committed, documented and shared for the world to see are beyond comprehension.

As of October 17th, 2023, the death toll is over 1300+ Israeli civilians massacred, with almost 200 taken hostage into Gaza. These attacks have been devastating to Jewish people both within Israel, and around the world, most of whom have friends and family in Israel directly affected. This is the largest number of Jews murdered in one day since the Holocaust.

It is unfortunate that this has to be said: there is no justification – ifs, ands, or buts for the display of terrorism against innocent Israelis, Jews or others, that took place on October 7.

Further, when tensions rise in Israel, we see a rise in antisemitic attacks against Jewish communities around the world. Israel often becomes the justification for antisemitism rearing its ugly head. While Jews represent only 0.2% of the world's population, we are disproportionately discriminated against. In Canada, Jewish people are 1% of the population, but represent 14% of religious hate crimes ([Statistics Canada, 2021](https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00013-eng.htm)). In 2021, the hate crimes towards the Jewish community in the GTA rose by 12.5% from the year before ([Toronto Police, 2022](https://www.tps.ca/services/resource-centre/2021-hatebias-crime-statistical-report/)). Jewish people no longer feel safe in our beautiful home of Canada.

Within the last week, we have seen protests against Israel turn into protests against Jews. In Australia, a pro-Palestine rally led to chants of “gas the Jews”, reminiscent of the 6 million jews killed in the Holocaust. In New York City, a support for Palestine rally had attendees holding up Swastika’s,  a known hate symbol and symbol for the Nazi party. In Toronto, antisemitic graffiti was discovered in a predominantly Jewish neighbourhood and the Jewish high school had bomb threats made. We’ve even seen protestors at rallies either denying what happened in Israel on October 7th or blatantly calling it justified. This type of hatred spreads like wildfire and grows like a virus, mutating until it is too late. After the Holocaust, the world said ‘Never Again’, but never again is NOW.

Taking a stance against antisemitism is no different than taking a stance against racism, Islamophobia, Asian hate and homophobia. When you condemn hate, you condemn it unequivocally. What makes the Jewish community immune to this condemnation? It should not be controversial to condemn terrorism and denounce antisemitism. All employees should have a right to feel safe and comfortable in their work environment, regardless of their race, religion, ethnicity, gender, or sexual orientation.

As a proud Jewish employee at XXX, the lack of support surrounding these terror attacks, as well as the antisemitism and hatred in our own backyard, has left me with feelings of embarrassment and disappointment. I encourage you to take the steps necessary to rectify your silence and make it clear that antisemitism and Jew hatred have no place within our country and our organization.

I look forward to your reply.

Best,

XXX