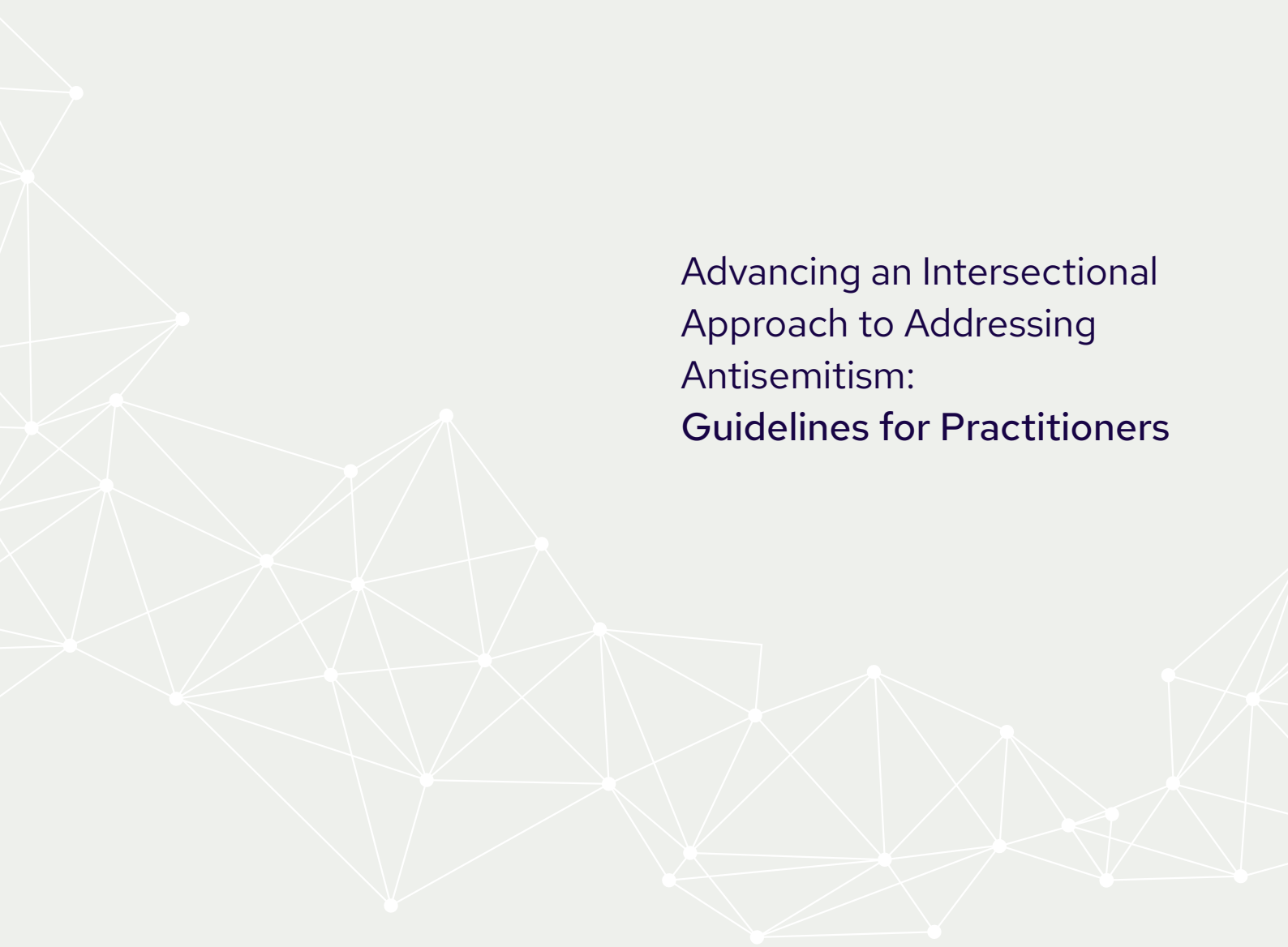


European Network
for Countering
Antisemitism through
Education

E A E
N A E
C T E

Advancing an Intersectional
Approach to Addressing
Antisemitism:
Guidelines for Practitioners



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Guidelines for practitioners

Drawing from the position paper on “Advancing an Intersectional approach to Addressing Antisemitism” and largely inspired by the UN Women “[Intersectionality Resource Guide and Toolkit](#)”, this document intends to translate the theoretical frame discussed in the position paper into practical recommendations that can be undertaken by educational practitioners in order to foster an intersectional approach in their activities.

HUMAN RIGHTS-BASED APPROACH

1

Emphasize a human rights-based approach, ensuring equal respect and dignity for all individuals and addressing intersecting discriminations without creating a hierarchy. Recognize that antisemitism, as a form of discrimination, must be contextualized within larger systems of oppression (e. g., racism, patriarchy, colonialism) to support the educational mission of leaving no one behind.

RECOMMENDATIONS :

- Engage discussion on how all individuals’ rights are essential, creating a holistic anti-discrimination stance, while also emphasizing how each form of discrimination has its own specificities.
- Facilitate activities that identify how specific acts of antisemitism impact people’s rights and dignity, linking antisemitism to other rights-based issues (e. g., freedom of expression, safety).
- Advocate for educational policies that explicitly acknowledge and address antisemitism within a rights-based framework, ensuring equal protection for all.

DEFINITIONS OF ANTISEMITISM AND INTERSECTIONALITY

2

Before engaging in meaningful discussions, it is essential to define key concepts. Establish a clear ground for educational activities by clearly defining antisemitism and intersectionality. Understanding these terms provides a foundation for informed dialogue, ensuring that discussions about antisemitism acknowledge its complexities while considering broader systems of oppression.

RECOMMENDATIONS :

- Define antisemitism by using, for example, the IHRA definition, which is most widely institutionally accepted. But it is also important for educators to be aware of other definitions, such as [JDA](#) and [Nexus](#), and pedagogical approaches that can help learners develop an accurate and comprehensive understanding of antisemitism past and present.
- Define intersectionality, drawing from Kimberlé Crenshaw’s framework, as a tool for analyzing how overlapping identities create unique experiences of oppression and privilege for each individual. Intersectionality also opens up new pathways to create novel understandings of belonging across a variety of identity groups. By helping people understand their own and others’ identities as complex, they will develop greater self-awareness, empathy for others, and new conceptions of shared identity.

UNDERSTANDING ANTISEMITISM

3

Antisemitism can manifest in both overt and subtle ways, ranging from explicit acts of discrimination and violence to implicit biases and coded language that perpetuate harmful stereotypes. By developing an awareness of these different expressions, we can more effectively challenge and address prejudice at multiple levels.

RECOMMENDATIONS :

- Illustrate explicit (e. g., hate crimes) and implicit (e. g., exclusion, stereotypes) forms of antisemitism. This can help address microaggressions and unconscious biases in different settings.
- Engage in sessions focused on how subtle forms of antisemitism persist in institutional settings, impacting policies and representation.
- Recognize how historical shifts influence contemporary manifestations of antisemitism, shaping power dynamics within Jewish communities and impacting how antisemitism is perceived and responded to.

CELEBRATING JEWISH LIFE AND RAISING AWARENESS OF DIVERSITY WITHIN JEWISH COMMUNITIES

4

Jewish identity is rich, multifaceted, and shaped by diverse cultural, ethnic, and religious traditions across the world. By embracing this diversity, we can challenge oversimplified narratives and stereotypes, fostering a more accurate and inclusive understanding of Jewish communities. Celebrating Jewish life means recognizing its vibrancy in history, spirituality, arts, activism, and everyday experiences, ensuring that representation moves beyond oppression to highlight resilience, joy, and cultural contributions.

RECOMMENDATIONS :

- Raise awareness about the varied backgrounds within Jewish communities, addressing how factors like ethnicity, class, gender, and sexuality shape experiences of antisemitism and intersecting biases.
- Incorporate modules or discussions celebrating Jewish history, culture, and contributions to various societies, going beyond a focus solely on antisemitism.
- Acknowledge the diversity within Jewish communities (e. g., Ashkenazi, Sephardic, Mizrahi, Beta Israel) to combat homogenizing stereotypes.

REFLEXIVITY AND POSITIONALITY

5

Encouraging critical self-reflection is essential in recognizing how our identities, beliefs, and biases shape our perspectives and interactions. By examining positionality—the ways in which factors like race, religion, gender, and social status influence our viewpoints—we can become more aware of power dynamics in discussions and learning environments.

RECOMMENDATIONS :

- Recognize how social positions shape perspectives and interactions in educational settings.
- Equip educators with tools to navigate power dynamics and foster inclusive discussions.
- Use reflective exercises to help educators and participants assess their role in knowledge production and dialogue.
- Allow for diverse perspectives by integrating all voices with attention given to include systemically marginalized communities.
- Train educators to moderate discussions effectively, ensuring inclusive participation.
- Address power imbalances by fostering an environment where all voices are respected, especially those historically marginalized.

ADDRESSING INTRA-COMMUNITY PREJUDICES AND BIGOTRY

6

Prejudices and biases exist within all communities, including Jewish and other minority groups. Acknowledging these internal dynamics is essential to create spaces that encourage open dialogue, self-reflection, and collective growth.

RECOMMENDATIONS :

- Host discussions and activities on biases that might exist within Jewish communities (e. g., Ashkenormativity, homophobia, patriarchy, etc.) or other minority groups, addressing both external and internalized forms of prejudice.
- Address antisemitic tropes and stereotypes within minority communities, promoting allyship and solidarity.
- Discuss how Jewish identities intersect with other identity factors, often affecting visibility and privilege, as well as contributing to the complexity of Jewish identity.

ALLYSHIP, EMOTIONAL LITERACY, AND EMPATHY-BUILDING

7

Effective allyship requires not only a commitment to justice but also the emotional literacy to navigate complex conversations about discrimination with sensitivity. Developing skills in self-awareness and active listening enables individuals to respond empathetically to others' experiences while recognizing their own biases and privileges.

RECOMMENDATIONS :

- Foster a victim-centered approach in allyship by emphasizing the importance of listening to and believing victims of antisemitism and other forms of discrimination.
- Educate on allyship as an active, supportive role. Define what allyship means, what it looks like in practice, and how it involves listening, learning, and acting responsibly.
- Discuss allyship's limitations and challenges, such as tokenism or performative actions, providing examples of effective allyship.
- Incorporate emotional literacy activities, enabling participants to recognize their own triggers and develop skills to regulate their nervous system and handle tense discussions. For instance, mindfulness or grounding techniques can help you remain calm, detached, and empathetic during challenging conversations.
- Self-awareness and self-regulation are the first steps to neutralize and mitigate the effects of conscious and unconscious biases. Many of the science-proven techniques are already referred to in these guidelines, such as "overlapping characteristics" and "self-linking". Managing one's own and others' biases is a regular practice, implying the creation of new habits of mind which will get stronger over time.¹
- Encourage educators to adopt an empathy-driven approach, cultivating understanding and compassion in addressing sensitive topics. For instance, some exercises can allow participants to "step into the shoes" of those who face discrimination, including antisemitism, enhancing their ability to empathize.

¹ For more strategies on recognizing and reducing unconscious biases, we invite you to consult the OSCE ODIHR publication: "Addressing Anti-Semitism through Education: Overcoming Unconscious Biases, Teaching Aid 2": <https://www.osce.org/odihr/441083>

INTERSECTIONAL ANALYSIS AND CONTEXTUAL ADAPTATION

8

Understanding and addressing discrimination requires accounting for the complex, overlapping factors shaping identities. By integrating intersectional analysis into curricula and organizational frameworks, educators and participants can better recognize how different forms of oppression interact in specific contexts and develop adaptive responses to unique situations.

- Educators should adopt a multilayered analysis, acknowledging how education as a structure can impact antisemitism's visibility and perception.
- Encourage educators to question institutional practices that may unintentionally perpetuate antisemitism or biases. Consider what content might be missing and what opportunities there may be for Jewish awareness to be introduced directly or indirectly into educational content or process.
- Use periodic assessments to identify areas for improvement, incorporating feedback from participants to ensure the approach remains inclusive and effective.

TRANSFORMATIVE, RIGHTS-BASED PEDAGOGY

9

Create a transformative learning environment that upholds human rights for all, specifically against antisemitism and other forms of discrimination.

- Implement educational materials that address antisemitism through a rights-based lens, covering issues like freedom from discrimination and the right to cultural identity.
- Facilitate discussions on social norms that perpetuate antisemitism and other biases, allowing participants to critically engage with these concepts.
- Use examples from human rights activism and social justice movements to inspire participants to become advocates for change within their communities.

About Partners

KIGA

POLITISCHE BILDUNG FÜR
DIE MIGRATIONSGESELLSCHAFT

KREUZBERG INITIATIVE AGAINST ANTISEMITISM – KIGA E. V. addresses antisemitism and intolerance by developing innovative educational concepts. Since 2003, KIGA has promoted multi-perspectivity, tolerance of ambiguity, and empathy through educational activities in schools and extra-curricular contexts. KIGA deals with complex, sensitive, and politically controversial issues by connecting various forms of social exclusion to be relevant to young people and other audiences.

KIGA's work became more widely known in Germany and internationally. KIGA's team includes experts with a wide range of social and professional backgrounds. KIGA e. V. educates multipliers, organizes high-level conferences, produces exhibitions and media materials, and advises politicians, schools, local authorities, and international organizations.

In 2019, KIGA founded ENCATE and has been the coordinator of this Network since then.

kiga-berlin.org



CEJI – A Jewish Contribution to an Inclusive Europe is an international non-profit organisation established in 1991 based in Brussels. It stands with individuals and organisations of all religions, cultures and backgrounds to promote a diverse and inclusive Europe. CEJI works to combat prejudice and discrimination and to promote social cohesion through training, education, dialogue and advocacy.

A leading provider of diversity education and training in Europe, CEJI works through ever-growing networks to offer a constructive response to prejudice and discrimination.

A Jewish voice at a European level, CEJI facilitates Jewish participation in European affairs, gaining recognition for Jewish experiences and concerns and empowering Jewish organisations to become more internationally and interculturally active.

Contributing innovative ideas to policy-making processes dealing with anti-discrimination and social inclusion, CEJI actively advocates for policies promoting a diverse and inclusive Europe.

Committed to enhancing intercultural and interfaith understanding, CEJI is at the forefront of a new Jewish Muslim dialogue and co-operation initiative.

ceji.org



EUROPEAN NETWORK FOR COUNTERING ANTISEMITISM THROUGH EDUCATION (ENCATE) aims to address contemporary antisemitism through education. The members are European nonprofits educating society about/against contemporary and historical aspects of antisemitism.

ENCATE is a vital partner for governments, civic actors, and international organizations because it conveys hands-on experience and everyday needs in the educational work countering antisemitism.

ENCATE acknowledges the relevant past and current work of Jewish organizations and communities as well as international institutions, networks, and NGOs as a frame of reference. Its work strives to be complementary and to add value to the field.

encate.eu

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Disclaimer

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