



# EMBRACE: APRIL FACILITATOR GUIDE

## DESCRIPTION

Welcome! For the month of April, we celebrate Jewish Heritage Month (actually May, but for purposes of our year of studies, we have assigned it to April). We lean on our roots as a Jewish organization in our programming throughout the year, but especially during this month. We want to educate and celebrate Judaism and Jewish contributions as well as to make ourselves even more aware of challenges with antisemitism. We also acknowledge limitations with regard to the vast amount of information and experiences, and hope that this guide is a start to a rich and meaningful growth opportunity. As an organization, our goal is to highlight and celebrate diverse cultures, identities, and lived experiences. We want to learn to be better allies, as well as begin to have meaningful and impactful conversations surrounding diversity, equity, inclusion, and belonging. The purpose of the EMBRACE program is to facilitate dialogue and opportunities for learning. We will continue to answer why this is important for AEPHIS sisters to discuss race, identity, and implicit and explicit bias.

Throughout each facilitator guide, you will find guided conversations and links to other resources you may use with members. This programming is meant to be open to all members of Alpha Epsilon Phi. These resources will allow your chapter to have open and honest conversations, while continuing to build upon the trust shared between you. We encourage you to share these resources with the entire chapter so that others may also participate, if interested. The purpose of the activities included in our monthly programming are to reinforce the information covered while engaging in an activity that allows for open communication, reinforcement of the educational materials, and an opportunity to work with your sisters.

You do not need to complete the entire facilitator guide. Please use this as a resource as you identify what conversations, topics and activities are valuable and will be engaging for your chapter. This facilitator guide can be done in full, it can be broken up over the month, or you can use portions of the guide to host mini sessions prior to, or following, a chapter meeting. Make these resources work for your chapter.

This programming can be modified for virtual or in person programming, depending on the needs of your campus. Please partner with your programming specialist if you need help identifying ways to move these conversations online.

If you have any questions or concerns, please reach out to your programming specialist. They will be able to provide additional assistance and answer your questions.

We encourage you to engage with one another in honest dialogue, enriching your sisterhood, while continually exemplifying the high ideals and moral character that makes you uniquely members of Alpha Epsilon Phi.

## LEARNING OBJECTIVES

Participants will...

- Have an understanding of Jewish Heritage Month.
- Acknowledge the importance, relevance, and origins of Jewish Heritage Month.
- Honor and celebrate histories, stories, and voices of people identifying as Jewish.
- Have an understanding how antisemitism has occurred historically and is occurring in present day.

## RESOURCES

- **Land Acknowledgement (continued from November guide)**
  - [A Guide To Indigenous Land Acknowledgement](#)
- **Jewish Heritage Month: Introduction**
  - [President's Proclamation on Jewish Heritage Month \(2022\)](#)
- **Alpha Epsilon Phi and Judaism**
  - [AEPHI History](#)
- **Women in Judaism**
  - **Women of the Exodus Story**
    - [Shifra and Puah](#)
    - [Jochebed](#)
    - [Miriam](#)
    - [Bat Pharaoh](#)
  - [Notable Jewish Women Who are Recently Deceased](#)
  - [Jewish Views on Women's Rights and Reproductive Health](#)
- **Diversity in Judaism**
  - [Racial Equity, Diversity, Inclusion: What are They and Why Do They Matter to Us?](#)
  - [Why Diversity is Important](#)
  - [Race, Ethnicity, Heritage, and Immigration among US Jews](#)
- **Holocaust and Current Anti-Semitism**
  - [Meet Holocaust Survivors](#)
  - [Last Auschwitz survivors speak: 'We haven't won, but we've taught our grandkids'](#)
  - [75 Years After Auschwitz Liberation, Survivors Urge World To Remember](#)
  - [Antisemitism is on the rise, and it's not just about Ye](#)
  - [The Invisible Victims of American Anti-Semitism](#)
  - [The Mainstreaming of Antisemitism](#) (video-1 hour)
  - [Jewish teens discuss personal encounters with antisemitism in school and online](#) (video-5 minutes)
- **Ted Talks**
  - [I am That Jew](#)
  - [I Love Being Jewish](#)
  - [The Balancing Act of Compassion](#)
- **Chapter Activities**
  - See List Below

## ADDITIONAL RESOURCES

- [Mehnaz Afridi Assistant Professor and Director, Holocaust, Genocide, and Interfaith Education Center on the importance about learning about other faith and cultures \(8 min\)](#)
- [Danah Boyd on hate speech on social media and how to combat it](#)

- [David Draiman frontman from band Disturbed about using lyrics to address Holocaust denial and antisemitism \(7 min\)](#)
- [From author of Autobiography of a Recovering Skinhead \(10 min\)](#)
- [Helen Jones talks about meeting with the daughter of the Nazi she was forced to work for \(7 min\)](#)
- [Elie Wiesel The perils of indifference \(7 min\)](#)

## PREPARATION

- Schedule a time to hold April programming.
- Read through the facilitator guide in advance.
- Select one of the TED Talks provided in the facilitator guide and create questions to facilitate conversation and dialogue following viewing the TED Talk you chose.
- Select one or two podcasts to share with the group.
- Review Chapter Activities: Select a few to do with the chapter.
- Send an agenda to the members prior to the program letting them know what you are going to cover.
- Share the additional resources provided in this guide with chapter members to continue their learning outside of EMBRACE.

## FACILITATORS

- Any of the following officers/chairs can facilitate this programming:
  - VP-Programming
  - DEI Chair
  - Jewish Heritage Chair
  - Additional officers or chapter members – provide opportunities to keep members engaged

## HOW TO USE THIS FACILITATOR GUIDE

- Text formatted in standard font is identified as a “talking point” and is intended to be read aloud by the facilitator.
- Text formatted in *italics* is intended as a note for the facilitator; italicized text is not meant to be read aloud.
- Text formatted in **bold** denotes a series of questions to engage participants in a dialogue.

<b>FACILITATOR TALKING POINTS</b>	<ul style="list-style-type: none"><li>• <i>The purpose of this section is to give you reminders to make your EMBRACE meetings cohesive and to ensure that members are connecting with one another. Some members may be further along in their understanding of Diversity, Equity, Inclusion and Belonging work; others may not be as comfortable to share. Remind everyone that this is a safe space and encourage everyone to participate openly and honestly. Below are some questions to ask.</i></li><li>• Welcome everyone!</li><li>• Check in on how each member is doing – this programming is designed to provide a safe space for discussion.</li><li>• Encourage members to continue DEI&amp;B conversations outside of structured EMBRACE programming.</li><li>• <i>Make sure to leave time at the end of the meeting to allow for members to ask any questions.</i></li></ul>
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## LAND ACKNOWLEDGEMENT

<b>FACILITATOR TALKING POINTS</b>	<ul style="list-style-type: none"><li>• <i>Before you begin your session, review the land acknowledgement statement your chapter created. If you need additional tips for creating an indigenous land acknowledgement statement you can review those <a href="#">here</a>.</i></li><li>• In November each year, we create a land acknowledgment statement and before each EMBRACE session we will read it to acknowledge the land we have the privilege to live, study, and meet on today.</li><li>• Why might a land acknowledgement be especially important to people of the Jewish faith? <i>Jews have throughout history had to change homelands to escape antisemitism and violence. Acknowledging the need for Jewish safety and the histories of the lands Jews have lived on is important.</i></li></ul>
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## JEWISH HERITAGE MONTH: INTRODUCTION

### FACILITATOR TALKING POINTS

- **Who can explain why we, as a country, celebrate Jewish Heritage Month?**
  - *Allow chapter members to respond. There is no one “right” answer.*
  - Jewish Americans have been involved in this country’s creation and development and have been a part of pivotal moments in our country’s history.
- **Why did Jewish Heritage Month begin?**
  - *Allow chapter members to respond.*
  - On April 20, 2006, President George W. Bush announced that there would be a Jewish American Heritage Month following a strong effort by the Jewish Museum of Florida and South Florida Jewish community leaders led by Rep. Debbie Wasserman Schultz (FL) and Sen. Arlen Specter (PA).
  - May was chosen for national recognition because it was the 350th anniversary of American Jewish history identified by the Jacob Rader Marcus Center of the American Jewish Archives, the American Jewish Historical Society, the Library of Congress and the National Archives and Records Administration.
- **Why do we as AEPHI celebrate Jewish Heritage Month?**
  - *Allow chapter members to respond.*
  - As a Jewish organization, it is important to take time to focus on our values, history and roots, understand where we are now and where we could be going.
- **How can we celebrate Jewish Heritage Month on our own?**
  - *Allow chapter members to respond. You can ask members to share suggestions of a book, recipe, or place to visit as you go through the list.*
  - Some ways to celebrate Jewish Heritage Month are:
    - Purchase a book by a Jewish author or with a Jewish theme
    - Bake traditionally Jewish foods
    - Listen to Jewish music
    - Visit a Jewish museum or place of worship
    - Explore the culture and history of Israel
- The story of Jewish Americans is interwoven into American history. Generations of Jewish people have come to the United States fleeing oppression, discrimination, and persecution in search of a better life for themselves and their children.
- These Jewish Americans have created lives for themselves and their families and played indispensable roles in the country’s civic and community life, making invaluable contributions to the nation through their leadership and achievements.
- In 2022, one historic first occurred in our country:
- **Can anyone describe what this was?**
  - *Allow chapter members to respond.*
  - We have a Jewish spouse of the Vice President.
- Alongside the narrative of achievement and opportunity, there is also a history, far older than the nation itself, of racism, bigotry, and other forms of injustice. This includes antisemitism.
- In recent years, Jewish Americans have increasingly been the target of white nationalism and the antisemitic violence it fuels.

## JUDAISM AND ALPHA EPSILON PHI

### FACILITATOR TALKING POINTS

#### **AEPHI's Founding**

- In 1909, AEPHI was founded by 7 strong Jewish women at Barnard College (now Columbia University's Women College) as they were excluded from other organizations on campus due to their ethnic and religious identities as Jewish women.
- At the time of our founding, other sororities would not allow Jewish women to join their organizations, additionally, NPC did not admit AEPHI into its membership with full privileges until 1951, after many attempts to join since the 1910s.

#### **Philanthropy as a Jewish Value in Action**

- AEPHI has always had a strong connection to Judaism; not just in our founding, but in our philanthropic efforts. AEPHI's first philanthropy was dedicated to supporting Jewish War Sufferers. Today, one of our philanthropies, Sharsheret (meaning link in Hebrew), provides culturally relevant support to Jewish breast and ovarian cancer patients, and their families, due to the increased likelihood of breast and ovarian cancers in those of Ashkenazi Jewish ancestry.

#### **AEPHI Today**

- AEPHI, while not a religious organization, has been built upon, and dedicated to, Jewish culture and values in action through our membership, programs, partnerships, philanthropies, and activities on campus.
- AEPHI continues to provide a home for Jewish women on campuses across North America where they do not have to choose between their Jewish identities and a social identity during their college years.

## WOMEN IN JUDAISM

### FACILITATOR TALKING POINTS

#### ● **Women of the Exodus Story**

- The story of Exodus tells the story of Moses, his birth, and his experience leading the Jewish people through their exodus (leaving) of Egypt to the Holy Land (Israel).
- Passover this year falls in April and in honor of Jewish Heritage Month, we want to highlight the women who cared for and protected Moses so he would be able to take on the role of prophet for the Jewish people.
- Shifra and Puah, two Hebrew nursemaids (labor and delivery nurses), who were not Jewish refused to give Moses over to the Pharaoh when he decreed all Jewish male babies would be killed. They sacrificed their lives as Egyptian women to defy Pharaoh's decree to save a Jewish male baby.

- Jochebed (pronounced yo-chev-ed), Moses biological mother, hid Moses for months from the Egyptians before deciding to find him a new home. Jochebed is said to have sailed him down the Nile in a basket. She also was a birthing nurse at the Royal Palace where she and other birthing nurses would tend to, including nursing babies of the Royal family. Jochebed would eventually become Moses' birthing nurse, continuing to nurse him even though no one else knew she was his mother.
- Miriam: Moses's older sister. Miriam served the role as Moses' protector down the Nile River, watching to make sure he made it somewhere safe. She also helped Moses rediscover his Jewish identity and collaborated with him to help the Jewish people escape Egypt. Later, Miriam would provide water for the Jewish people during their 40 year pursuit of the Holy Land.
- Bat Pharaoh, the daughter of Pharaoh (also wife), would become Moses's adoptive mother. Some say she was aware of his Jewish identity but chose to adopt him anyway. Due to her choice to raise Moses as her own, she actually becomes a heroine to the Jewish people herself, as she allowed their prophet to live.

- **Notable Jewish Women Who are Recently Deceased**

- Jewish women have been involved in nearly every movement in history. Please use this list to see some amazing Jewish women, including some of AEPHI's own sisters: [Notable Jewish Women Who are Recently Deceased](#)

- **Jewish Views on Women's Rights and Reproductive Health**

- *Below you will see some excerpts from Jewish thought surrounding women's rights as well as reproductive rights. Each culture and religious doctrine shares different perspectives on reproductive health, Jewish theology historically (and via text) supports a woman's right to choose.*
- *Either read one of the following statements, or have your chapter split into groups to discuss each of the statements.*
  - The Jewish value of *kavod ha'briyot*, respect for human dignity, grounds many Jewish groups' activism for women's rights.
  - All life is sacred in Judaism, but women are commanded to care for their own health and well-being above all else.
  - Jewish texts explicitly prohibit a man from forcing his wife to have sexual relations.
- **What do these statements have to do with current political events or laws?**
- **Do any feelings come up for you in knowing that these are Jewish views?**

## DIVERSITY IN JUDAISM

### FACILITATOR TALKING POINTS

- Over the generations, people of Jewish descent have lived on every continent and intermarriage and conversion has led to the Jewish people looking more and more diverse.
  - *You can have the group split into smaller groups to check out the following links and report back something they learned. You can also have them look at other countries that are meaningful to them.*
  - [Philippines](#)
  - [Mexico](#)
  - [China](#)
  - [History of Jews in Africa](#)
  - [Video \(1 hour\) Latin American Diaspora](#)—possibly better to watch on one’s own if interested.
- **How do you think diversity shows up in American Jewry?**
  - *Choose an article to read and discuss*
  - [Race, Ethnicity, Heritage, and Immigration among US Jews](#)
  - [Racial Equity, Diversity, Inclusion \(in Judaism\): What are they and why do they matter to us](#)
  - [Why Diversity is Important \(Judaism in the United States\)](#)

## HOLOCAUST AND ANTISEMITISM

### FACILITATOR TALKING POINTS

- *Please be thoughtful about presenting these articles and videos as they may be triggering to your chapter members.*
- These topics may bring up strong emotions because of experiences you have had or stories you have heard. If you need to take a minute, excuse yourself, or check in with a sister or chapter advisor, please take care of yourself. Even with the possibility of these strong reactions, these topics are important, especially for an organization with Jewish roots.
- **Why is it important to discuss the Holocaust even though it’s been more than 50 years since it occurred?**
  - *Give chapter members time to respond.*
- **How do you see your role in the phrase “Never Again”?**
  - *Allow chapter members to respond*
- *Please preview the below and choose something that meets your chapter’s needs.*
  - [Meet Holocaust Survivors](#)
  - [Last Auschwitz survivors speak: ‘We haven’t won, but we’ve taught our grandkids’](#)
  - [75 Years After Auschwitz Liberation, Survivors Urge World To Remember](#)
  - [Antisemitism is on the rise, and it's not just about Ye](#)
  - [The Invisible Victims of American Anti Semitism](#)
  - [The Mainstreaming of Antisemitism](#) (video-1 hour)
  - [Jewish Teens Discuss Personal encounters with antisemitism in school and online](#) (video-5 minutes)



## TED TALKS

### FACILITATOR TALKING POINTS

- *Below are insightful talks that offer fresh, thoughtful perspectives on Jewish identity and experiences. To further your education we encourage you to select one of the many TED Talks that are available that address various topics about Jewish Heritage Month. Below are a few to consider watching as a chapter.*
- Eitan Chitayat: In response to the terrorist attack in Paris, France, a profound yet simple reminder that we should all be able to celebrate the truth and beauty of our identity – without fear, without shame, and without apology. (16.5 min) [I am that Jew](#)
- Jane Parven: With her teenage Jewish identity as her lens, Jane looks for ways to combat hate wherever it arises and to overcome the idea of being “too small to make a difference”. (7.5 min) [I Love Being Jewish](#)
- Jackie Tabick: First ordained woman rabbi in the UK. (15.5 min) [The Balancing Act of Compassion](#)

## CONCLUSION

### FACILITATOR TALKING POINTS

- Jewish Heritage Month is a time for us to consider and celebrate our organization’s (and maybe your own) Jewish identity.
- This Jewish Heritage Month, as we reflect on the challenges and achievements of the Jewish people, let us recommit to the fight against prejudices.

## CHAPTER ACTIVITIES

### FACILITATOR TALKING POINTS

- *Utilizing the activities lists below - choose a few different activities to do as a chapter. You can break the chapter into smaller groups or do the activities as a whole. These activities are intended to give you some ideas to help the chapter celebrate and appreciate Jewish Heritage Month.*
  - Current Antisemitism in the United States and around the world
    - [Antisemitism Today — United States Holocaust Memorial Museum](#)
    - [Antisemitism Around the World](#)
    - [Address Antisemitism - Overview](#)
  - Discuss why Jews in the United States have historically been involved in Civil Rights actions. What historical events are you aware of? Why do you think it is?
    - [Current religious actions for Civil Rights](#)
  - [Debate as a chapter! 4th of July and Passover](#) (resources and questions included)
  - Screen the movie [Making Trouble](#) (could be chapter or campus wide event). It is Jewish female comedians talking about their lives.
  - Invite a Holocaust survivor or community elder to talk about their experiences to your chapter or campus.
  - Here is [a list of recently deceased Jewish women](#) who have made

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a difference in their community. Is there someone who is new to you? Someone local?

- [A list of activities to potentially do](#)
  - Bake a challah (or family recipes) together as a chapter, better yet, create a recipe book of recipes from families of your chapter.
  - Read the [President's Proclamation on Jewish Heritage Month \(2022\)](#) to the chapter.
  - Listen to a podcast:
    - [Mehnaz Afridi Assistant Professor and Director, Holocaust, Genocide, and Interfaith Education Center on the importance about learning about other faith and cultures \(8 min\)](#)
    - [Danah Boyd on hate speech on social media and how to combat it](#)
    - [David Draiman frontman from band Disturbed about using lyrics to address Holocaust denial and Anti-Semitism \(7 min\)](#)
    - [From author of Autobiography of a Recovering Skinhead \(10 min\)](#)
    - [Helen Jones talks about meeting with the daughter of the Nazi she was forced to work for \(7 min\)](#)
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-