

Best Practices:

“Three A Approach” to an Inclusive Climate for Jewish Students

Sustaining an inclusive campus climate for Jewish and all students requires a holistic approach that aligns an institution’s policies, procedures, customs, and educational programs with its educational mission and values. CCI’s “Three A Approach” is a self-assessment designed to help institutional leaders reflect on their campus policies and practices and identify areas for growth within three key categories:

Awareness

Allyship

Action

While the assessment is framed as a checklist, we encourage campus leaders, in partnership with staff, faculty, students, CCI staff and local Hillel professionals, to identify the ways your campus already works towards meeting these goals and explore how existing assets can be built upon and leveraged to attain new ones.

CCI invites campus leaders to explore these goals and strategies for achieving them in greater depth through our [Best Practice resources](#).

I. Awareness

Campus leaders understand antisemitism and provide wide-reaching antisemitism education as an essential element of the institution’s commitment to belonging, respect and safety for all.

Antisemitism Education

- ☐ Antisemitism education is provided regularly for university administrators, staff, faculty and students, including student leaders (e.g., student government, Greek life, RAs, orientation leaders, athletics) and is incorporated into initiatives to address bias.
- ☐ Academic courses on antisemitism and its connection to other forms of hate are offered.
- ☐ Co-curricular programming on antisemitism and Jewish history is provided for diverse student communities.

Integration with Institutional Efforts to Foster Inclusion

- ☐ The needs of Jewish students are incorporated into policies, practices and programs that promote inclusion and belonging.
- ☐ Jewish representatives participate on committees that focus on inclusion and belonging.
- ☐ Jewish students have opportunities, through culturally responsive, multicultural, anti-bias and interfaith programming, to share the diverse ways they express their Jewish identities and experience bias.

II. Allyship

Administrators and staff demonstrate support for Jewish students.

- ☐ Administrators communicate and uphold a commitment to zero tolerance for antisemitism and other forms of hate.
- ☐ Major Jewish holidays are publicly acknowledged on campus.
- ☐ Campus leaders and staff show up for activities organized by Jewish students and organizations, such as Shabbat dinners, holiday celebrations and educational programs.
- ☐ Administrators develop strong relationships with Jewish students, campus Hillels and other Jewish community organizations.

III. Action

Institutional leaders commit to concrete actions to improve the climate on campus for Jewish students and all students.

Dialogue

- ☐ The institution commits to a systems approach to dialogue across differences that fosters a culture of thoughtful, open and constructive conversation across the campus community.
- ☐ Administrators, staff, faculty and students are equipped with tools to navigate complex, sensitive conversations in respectful and productive ways.
- ☐ University funds and grants are leveraged to incentivize collaboration among diverse student groups.
- ☐ Religious and cultural student groups are encouraged to build relationships and partner with Jewish student organizations.

Non-Discrimination

- ☐ Non-discrimination and anti-harassment policies prohibit discrimination based on national origin and are aligned with Title VI of the Civil Rights Act and corresponding state and local legislation.
- ☐ Anti-harassment policies include cyberbullying as prohibited activity and outline disciplinary action for community members who engage in such behavior.
- ☐ Administrators make clear to faculty and staff their obligations as employees and members of the academic community to uphold a commitment to zero tolerance for antisemitism and other forms of hate.

Bias Incident and Hate Crime Reporting, Investigation, and Resolution

- ☐ An easily accessible online form is provided for students, faculty and staff to report bias incidents and hate crimes.
- ☐ Antisemitic acts are called out in institutional public statements and denounced as antithetical to campus values.
- ☐ The institution has a clear and timely process for responding to and investigating bias incidents, offers support to those impacted by the incidents, and provides timely FERPA-compliant updates on the investigation and resolution to the reporter and the campus community.
- ☐ Antisemitism education is provided regularly to compliance staff and campus safety officers.

Protest Activity

- ☐ The institution makes students and faculty aware of policies and procedures governing protests, demonstrations, postering, and other speech activity, including time, place and manner regulations, and enforces them in an even-handed, content neutral and consistent manner.
- ☐ Protests are managed to protect free expression while preventing activities that impede the university's academic functions or interfere with the rights of any campus community member to speak, listen, teach, research, and learn.

Religious Accommodation

- ☐ The institution has a religious accommodation policy that includes procedures for requesting excused absences for religious holiday observance. The policy is widely shared with students, faculty, and staff and not subject to individual faculty discretion.
- ☐ An accurate, multi-year, interfaith calendar is used for planning and to avoid scheduling large-scale campus events on major religious holidays.
- ☐ Kosher food and housing & facility accommodations are available to students who seek them.

Faculty Professional Responsibilities

- ☐ Faculty understand the rights and responsibilities of academic freedom, and adhere to their duty to ensure an environment in their classrooms where students can study and learn free from harassment, discrimination and marginalization.
- ☐ Courses on issues related to Israel and the Israeli-Palestinian conflict include diverse viewpoints and perspectives.
- ☐ The institution offers a range of academic courses that explore Jewish identity, Jewish history, and antisemitism.

Assessing the Climate for Jewish Students

- The institution collects data to assess the climate for Jewish students and uses the assessment findings to identify strategic areas for change and to evaluate its progress at regular intervals.
- The institution forms a standing Task Force or Committee on Antisemitism with a specific scope of responsibilities, timeline, and plan of action to ensure that necessary changes are implemented based on the assessment.

About the Hillel Campus Climate Initiative

CCI is a collaboration between Hillel International, higher education administrators and campus-based Hillel professionals that fosters a positive, affirming campus climate where Jewish students feel comfortable expressing their identity and values, free from antisemitism, harassment, and marginalization. If you have questions or wish to consult with the CCI team, please contact us at cci@hillel.org.