**Open Letter to [*Your Company Name*] Employees  
Conflict in the Middle East**

Dear Colleagues:

We are all in a state of trauma as we watch this human tragedy in the Middle East unfold, day after day. Captured on phones and shared on social media, we’re seeing unthinkable tragedy in real-time.

The grief, shock, and anger flowing from this situation will bring out the worst in human behavior. It’s already happening throughout the world…people reactively sharing their opinions about Israelis, Palestinians, and Hamas.

This is when we need to be very intentional with our words and actions. This is when we need to shift into gear as humanitarians and stop the hate.

Our Israeli and Jewish colleagues are in a state of trauma.

Our Palestinian and Muslim colleagues are in a state of trauma.

Every single Jew, regardless of age, has grown up with stories about how their family members were exterminated in the Holocaust. It is a community trauma that all Jews share. The October 7th torture and massacre re-ignited that collective trauma for Jews worldwide – not just Israelis. This massacre by Hamas who vows “to kill all Jews” comes on the heels of a steep increase in the recorded acts of antisemitism in the US and other parts of the world.

The Palestinians have been exiled from their land, oppressed and treated as second class citizens without rights, hope or global support for decades. In addition to the right wing, conservative Israeli policies, innocent Palestinians have long suffered after terrorist acts from Hamas and other terrorist organizations. The Palestinian suffering has become cataclysmic.

These two communities have both been victimized, in different ways and by different people, for hundreds of years and the situation does not lend itself to simplistic soundbites. Please do not make them.

If you want to show up as a humanitarian, do the work. Educate yourself. Take the time to learn about the issues beyond a simple soundbite. It’s too simplistic to connect a brutal, terrorist massacre to the policies of a right wing Israeli government that is surrounded by countries that have publicly vowed to exterminate Israel and all Jews. It is also too simplistic to conflate Hamas with Palestinians and fail to condemn the genocide of Palestinians as Israelis attempt to eliminate Hamas.

We have included a list of resources to help you unpack the complex layers of this situation. Take the time to understand your colleagues, be an upstander, and act with empathy. Whatever you do, please do not add to the hate that both these communities are already experiencing. Stop the Hate.

Thank you,

[Name]

[Signature]

[Title]

**Suggested Resources:**

Books:

* [My Promised Land: The Triumph and Tragedy of Israel](https://www.amazon.com/dp/0385521707?tag=harpersbazaar.co.uk-genius-20&ascsubtag=%5Bartid%7C1927.g.36449834%5Bsrc%7Cwww.google.com%5Bch%7C%5Blt%7C%5Bpid%7C&geniuslink=true)
* [The Hundred Years’ War on Palestine](https://www.amazon.com/Hundred-Years-War-Palestine-Colonialism/dp/1250787653/ref=d_sims_dp_d_dex_ai_speed_loc_sccl_1_1/130-4597692-1967108?pd_rd_w=GjSRd&content-id=amzn1.sym.7f484206-e266-4776-8848-e97c1668cc3b&pf_rd_p=7f484206-e266-4776-8848-e97c1668cc3b&pf_rd_r=VQNJM6M6NVGWDA3T77P2&pd_rd_wg=EHuXl&pd_rd_r=4488b66f-0ade-4092-97ad-c29e7cb6cd6b&pd_rd_i=1250787653&psc=1)

## [Arabs and Israelis: Conflict and Peacemaking in the Middle East](https://www.amazon.com/dp/1350321389?tag=harpersbazaar.co.uk-genius-20&ascsubtag=%5Bartid%7C1927.g.36449834%5Bsrc%7Cwww.google.com%5Bch%7C%5Blt%7C%5Bpid%7C&geniuslink=true)

Articles & Interviews

* [The New Yorker: Where the Palestinan Political Project Goes from Here](https://www.newyorker.com/news/q-and-a/where-the-palestinian-political-project-goes-from-here)
* Conversation with Fareed Zakaria — The Conflict in Israel and the State of Foreign Affairs ([YouTube video](https://www.youtube.com/watch?v=-h1XD7fQSfg))
* The New York Times Opinion Article: [Piling Horror Upon Horror](https://www.nytimes.com/2023/10/16/opinion/israel-palestine-mass-death.html)
* [The History of Palestine](https://www.history.com/topics/middle-east/palestine#palestine-s-early-roots)
* Al-Jazeera: [What’s Israel-Palestine Conflict About?](https://www.aljazeera.com/news/2023/10/9/whats-the-israel-palestine-conflict-about-a-simple-guide)- A Simple Guide
* [What are the roots of the Israel-Palestine conflict?](https://www.theguardian.com/world/2023/oct/13/why-israel-palestine-conflict-history)
* [Jewish News Syndicate](https://www.jns.org/how-jews-in-palestine-were-persecuted-during-the-1915-armenian-genocide/): How Jews in Palestine were persecuted during the 1915 Armenian Genocide
* Reuters: [A brief history of Gaza's centuries of war](https://www.reuters.com/world/middle-east/brief-history-gazas-centuries-war-2023-10-13/)