Dear [Employer],

As you may be aware, I am an employee of Arab and/or Muslim heritage. The recent developments in the Middle East are, without question, ones that have had massive implications on my personal life and my community. It goes without saying that my community is in a state of grief. This reality is one that you conveniently neglected when you decided to circulate a company-wide email in support of Israel.

When I accepted the offer to be employed at this company, I accepted with the reasonable expectation that this environment be one free of racial hostility and discrimination. I expected a workplace that would uphold mutual respect, and, at the very least, concern for employee-wide wellbeing. When I read the company’s recently circulated statement, I realized this was not the case and my expectations were fundamentally violated.

Contrary to the equal opportunity workplace demanded of employers by our laws, your statement chose to expressly communicate support for one race in this matter, effectively compromising the safety and sense of equal belonging in our workplace. While everyone is entitled under our laws to the expression of their personal beliefs, your position was expressed in your official capacity without consideration, to any extent, for a significant and core part of your workforce. You have a legal obligation to ensure that no race or nationality, within your purview as an employer, experiences hostility, discrimination, or repression. A pro-Israel statement, at this juncture, violates this standard and recklessly incites hostility against all those who do not belong to the group you expressed support for as a company. Furthermore, it erodes the trust your employees have in your ability to maintain an environment free of hostile and discriminatory conduct.

We strongly urge you to send a response that considers the repercussions encapsulated here and reinforces your unwavering commitment to the respect and fair treatment of everyone from all backgrounds. We also invite you to hold sincere conversations with those who wish to express how recent events have impacted them and their families.

Sincerely,

[Your Name]