



POLICY IN ACTION:
**Strategies for Policy & Systems Change,
Guidance for Jewish Psychology
Leadership**

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INTRODUCTION



EXPECTATIONS

Order of Business | Technology

- Session is recorded . May be accessed on the AJP website – along with others!
- Use of chat is available.
- 15/20 minutes before end = general discussion. Raise hands to be unmuted.

Process | Engagement

- Respectful engagement, a learning opportunity.
- Welcome a sharing of ideas and insights from across domains, professions, work settings, and lived experience.

Please generalize. Do not include Personally Identifiable Information (PII) or case examples, as possible.

LEARNING OBJECTIVES

Upon completion of this webinar, participants will be able to:

1) Analyze key issues and challenges for integrating Jewish identity and culture into organizational, diversity, and human rights policy frameworks, and evaluate options to promote systemic, short- and long-term change.

2) Draft language that addresses key issues in protection and inclusion of Jewish voices, identity, and culture.

3) Apply actionable strategies for fostering inclusive, anti-bias, and protective policies for Jewish identity in institutional settings.

4) Leverage scenario planning and policy language templates to dismantle systemic bias and advance inclusive policy to center Jewish voices.

NO PREREQUISITE TO ATTEND THE FIRST WEBINAR IN THE *AJP POLICY SERIES*

OVERVIEW OF 3-PART SERIES

Webinar # 1: Navigating the Policy Landscape

- What does **policy terrain** look like?
- Wide-angle view of **policy ecosystem** that guides psychology.
- Broad overview of key issues in Jewish psychology both for professionals and the individuals | communities served.
- Spotlight on gaps|opportunities in the policy and knowledge landscape.

Webinar # 2: Policy in Action

- How can we take **meaningful action**? What is psychology's **leadership** potential?
- How to work with institutions, systems, and policymakers to advance better understanding and equitable relationships inclusive of Jewish identity and culture, Jewish voices, experience, and an acknowledgement of antisemitism?
- How to analyze key issue, evaluate options, draft policy language, apply strategies, and leverage *scenario planning* and other templates to dismantle bias and advance inclusion
- How to create environments where Jewish professionals, patients|clients, students and trainees, and other individuals and communities can **thrive**?

Webinar # 3: The Policy Gap – and How to Fix It

- Let's get to work!
- What **policy tools and architecture** define and guide the profession?
- How can they evolve address antisemitism and Jewish trauma?
- Opportunities to center Jewish identity, uplift voices, and influence policy within and across a multi-layered policy framework?
- What's **needed** today and going forward?

POLICYMAKING ECOSYSTEM

- Community | Professional
- Institutional
- Systems-wide
- Local, State, Provincial, Territorial & Regional
- National
- International

□ **Technology** is best understood as hybrid—a critical tool/function within and across the ecosystem and a distinct, transformative, and often invisible structural component.

□ **Digital Policy** is both *its own independent policy field* and a component of a *larger, cross-sectoral policy ecosystem*.

POLICY MATTERS

Policy isn't abstract—it determines what we can do, how we do it, and the environments we work in.

- Ethics, standards, and guidelines are policy frameworks **within** the professional ecosystem.
- These **govern** workplace settings, conduct, and behavior, and often aim to ensure integrity, competence, and accountability.
- Generally, these **align | comply** with federal, state, and local laws and regulations.

Institutional policies— rules, procedures, and codes of conduct—act as a structural representation of an organization's core values - who they are and what they stand for - by dictating what conduct is permitted, prohibited, or encouraged.

When policies fail to protect - from bias, inequity, hate, and antisemitism - or when they are **applied selectively** - they not only bring risk but harms to the organization and the community, both within and external to the institution or system.

JEWISH IDENTITY MATTERS

- ❑ Jewish identity is **complex**—ethnic, religious, and multiracial.
- ❑ The **context** of Jewish identity, culture, and experience is foundational to culturally informed policy and ethical practice.

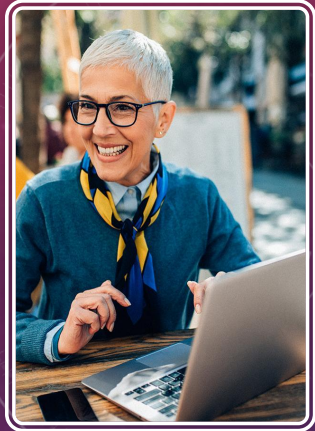
This complex identity and diversity is often omitted in policy & systemic practices. Among some examples...

- ❑ Recognition of Jews exclusively as a religious group (ignoring ethnicity)
- ❑ Misclassification as white (ignoring diversity) and privileged
- ❑ Exclusion from EDI frameworks
- ❑ Antisemitic microaggressions
- ❑ Erasure in data collection, surveys



TECHNOLOGY MATTERS

- When algorithms fail to embed definitions of anti-Jewish hate, bias, and antisemitism in their protocols, it is commonly called **algorithmic antisemitism (AA)**.
- **Synthetic Antisemitism** is a new term and refers to the automation of antisemitic narratives and imagery through generative AI, which can create content that bypasses safety filters by mimicking "neutral" or "objective" content.
- Algorithmic decision-making has led to the emergence of new and complex types of discrimination, frequently hidden within the algorithms (Lepri et al., 2018).
- The ubiquity of algorithmic prejudice and potential social, ethical, and legal issues it raises are becoming more widely recognized among academics and governmental bodies (Selbst and Barocas, 2016).



Regulatory landscape around this form of discrimination is highly contested. The federal government is actively trying to override state laws, but state compliance-grade AI discrimination and hate laws (like Colorado's) remain in effect. Use of generative AI has prompted a surge in legal accountability for tech platforms and a complex, contentious shift in US federal policy. Other developments include a jury verdict holding social media companies liable for harmful algorithms and a federal shift toward preemption of state-level AI safety law. (Reuters, Bloomberg Law)

No easy solutions here.

Need for full engagement of professional societies & interdisciplinary involvement.

TECH CHALLENGES & OPPORTUNITIES

- Automated systems are designed to suggest content for users and keep them on the platform longer.
- Engagement metrics (e.g., views, likes, shares, comments) can drive antisemitism, and amplify or spread hateful content, as systems designed to maximize user engagement may treat harmful content as "sticky" and worthy of promotion (Williams (2023). *Science of Hate.*)
- Decision makers need to prioritize this issue and adjust the algorithm.
- Moderators and end users may lack sufficient knowledge to recognize the content and memes for what they are (Hübscher, M., von Mering (2022). *Antisemitism on Social Media*)



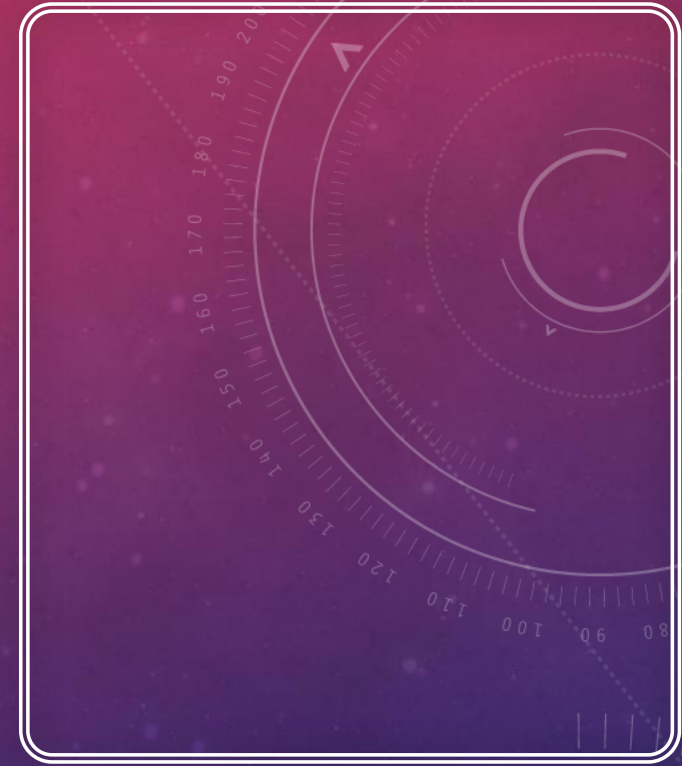
Social media companies, decision makers policy makers, practitioners, journalists, website designers, and end users would benefit from a more nuanced understanding of Jewish history, identity, and culture, and what anti-Jewish hate, violence, bias, and harm looks like, and what antisemitism is.

Opportunities exist for Jewish psychology, colleagues, and allies to contribute to this vital work.

READY, SET ... ACTION

6 Steps to Create the Groundwork for Institutional & Professional Policy Work

- 1. Get engaged**
 - 1-1
 - Group | Department
 - Enterprise-wide
- 2. Tap resources**
 - AJP research, content, webinars, more
 - Scholarly articles and research across domains
 - Conferences, workshops, seminars, webinars



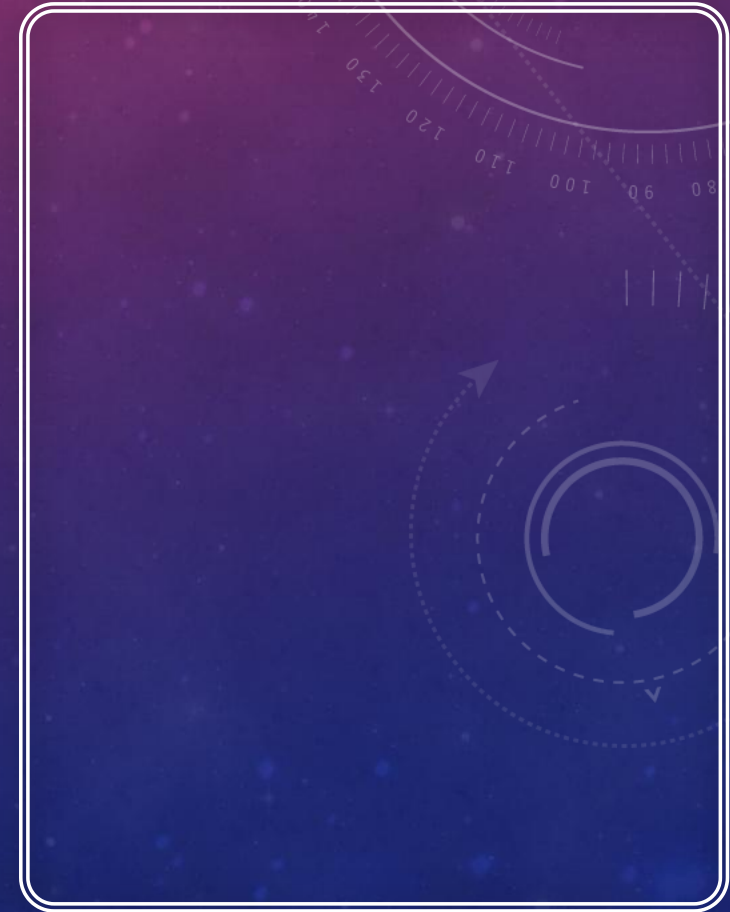
6 Steps

3. Join Networks, build personal relationships

- AJP, others
- Cross domains and areas

4. Secure leadership roles

- Volunteer, get nominated, run for office
- Join boards, committees, ad hoc groups



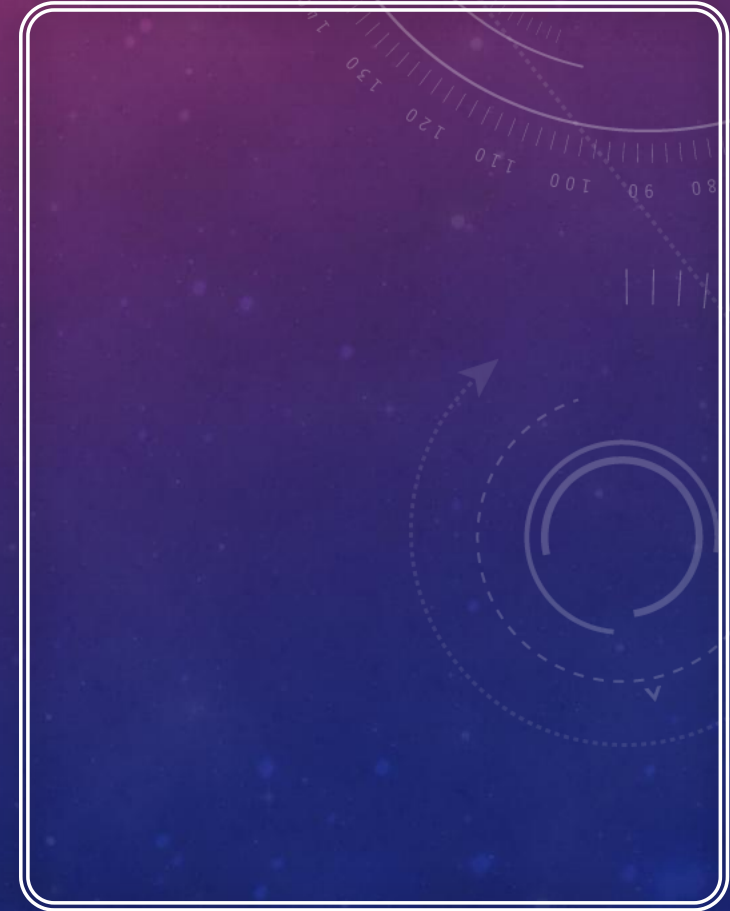
6 Steps

5. Provide input on policy

- Submit organizational and public comments
- Conduct objective reviews
- Be a technical advisor

6. Influence content development

- Become an author, reviewer, editor, member of editorial board
- Track, monitor, share info, collaborate on key issues



BUILDING RELATIONAL CAPITAL

Be a visible ally for others: Support the initiatives of other marginalized groups. When you show up for them, they are significantly more likely to show up for you.

Education over accusation: When you see a mistake (like a poorly-timed meeting), assume "uninformed" rather than "malicious" first. Approach these types of issues like, "I wanted to flag this so we don't unintentionally exclude anyone."

Healing a building trust will take time, but it will happen with your active engagement.

Where do I need to be?

- **Hiring & Promotional Committees:** This is where institutional DNA is determined and cultivated.
- **Professional Policy Setting:** At work or in professional association.
- **Institutional Boards & Committees:** Allows you to get to know your executives, managers, and peers on another level.
- **Mentorship Circles:** Individual advocacy can help you share strategies, protect younger professionals from “hidden” bias and disparate treatment.
- **Breakroom (Physical or Digital):** This is where antisemitic microaggressions can go unchecked.
- **Social Spaces & Occasions:** Allows you to engage as individuals in your work setting.



What do I need to do?

1. Audit holidays

Action: Keep an eye on the calendar. Flag conflicts. Speak up early.

2. Diversify the expert pool, other resources

Action: Proactively suggest Jewish experts or speakers for general topics (not just for "bias" topics). This confronts the "othering" of Jewish professionals and integrates them into a broader professional frame.

3. Update definitions, language, application of terms

Action: If you use style guides for emails or external communications, suggest a section on avoiding certain language or tropes (e.g., "globalist" or "cabal") and ensure "shared ancestry" protections of Title VI are understood in HR policies and materials. Be helpful and instructive. Normalize Jewish identity in EDI frameworks. Be a resource.

4. Join an ERG. Or start one!

Action: This can move you from the "personal" to the "collective."

5. Don't be a bystander: get active

Action: With jokes, say, "I don't get it...Can you explain that?" to break the silence and, potentially, shift the responsibility to the speaker. If you see someone targeted, reach out and show support.

SCENARIO ANALYSIS



What is “scenario analysis?”

Def. A structured method of looking at a "what if" situation to identify risks, stakeholder motives, and potential outcomes before acting. (P. Wack (1985); P. Shoemaker (1995); Several)

A movement **away from basic prediction** and **towards other models** that take into consideration what’s happening, what might happen, what we know, and what’s uncertain. Also, these models incorporate aspects of the psychology of change, driving forces, and other elements.

Important Note: Effective organizations understand that political and ethical dynamics have become central strategic concerns. Effective leaders understand the importance of being proactive and inclusive in policy and systems change, especially as they relate to antisemitism .

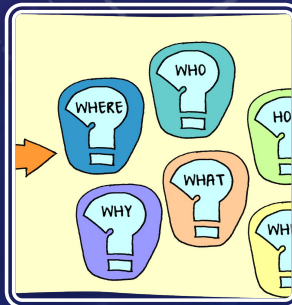
MODELS FOR SCENARIO ANALYSIS

Psychology

Social Ecological Model: Analyzes problems at multiple levels—individual, interpersonal, organizational, and community—ensuring that policy changes address both personal conduct and structural inequalities within an educational or professional setting.
(Bronfenbrenner , 1979)

Mental Models, Re-Perception: Psychology offers several powerful frameworks for scenario planning and policy co-creation, moving beyond simple "what-if" games to address the root causes of problematic conduct like bias, aggression, discrimination, and antisemitism.

The ASPIRe (Actualizing Social and Personal Identity Resources) Model. Designed for interdisciplinary teams (i.e., research labs; departments; etc.) to develop shared goals and policies



Psychology | Other Professions

Structured What-If Technique (SWIFT). The most frequently used and structured method for analyzing "what if" scenarios to identify risks and potential outcomes. A systematic, team-based approach often used in risk assessment to explore potential deviations from intended operations.

Advantages: Quick, flexible, and efficient way for identifying potential hazards and risks. Encourages looking beyond issues and failures to operational, organizational, and stakeholder-related outcomes. Engages your team and community in scenario planning.

How does it work? A facilitator leads a team through a structured set of questions using prompt words like "What if...", "What if no...", "What if more...", or "What if less..?"

Basic Scenario Planning: Exploring multiple potential future scenarios (best-case, worst-case) to develop flexible strategies.

Failure Mode and Effects Analysis (FMEA): A more rigorous, detailed method to analyze how a component might fail and what the effect will be.

Risk Assessment: A general term for identifying key hazards, analyzing risks, and determining control measures.

SMART Goals: Tools or methodologies for creating actionable objectives rather than strategies or scenario planning techniques. They function as a bridge between high-level strategy and operational actions.

FUTURE PROOFING

At the institutional level, scenario planning moves policy development from a **static** rulebook to a **dynamic** social system.

It helps leaders anticipate how antisemitism and exclusion might evolve, allowing for the creation of "future-proof" policies that **prioritize prevention** over punishment.



Benefits of “future proofing” policy

Scenario planning allows institutions to **build resilience** by stress testing policies before real-world incidents occur.

- **Identifies Blind Spots:** Uncovers hidden or subtle exclusion, such as how Jewish faculty or students might be marginalized in scheduling (e.g., major exams on holidays), overlooked as resources or speakers at professional conferences or other events, or harmed by innocuous rules.
- **Encourages Allyship:** By involving diverse stakeholders in scenario workshops, institutions can foster social identity alignment. When groups co-create a "future safety" plan, they build the "pathways of inclusion" necessary for Jews to participate fully in campus life.
- **Reduces "Policy Lag":** Antisemitism often shifts forms (e.g., moving from physical space to digital or rhetorical areas). Scenario planning applies vertical and horizontal scanning methods to help institutions prepare for these shifts before they become normalized.

(Harvard University; American Jewish Committee; UNESCO; various)

MOVING BEYOND REACTION

Fair and equitable policy addresses root causes and systemic structures that allow antisemitism (or other harms) to persist.

Good policy can empower action.

CONDITIONAL ACCOUNTABILITY

Preventative Policy: If a guest speaker uses coded tropes (e.g., conspiracy theories like dual loyalty, liberal coastal elites, or Holocaust distortion and denial), faculty members or professional staff are required to intervene with evidence-based framing immediately.

Systemic Action: Empower oversight bodies to investigate operational or systemwide instances where anti-Jewish bias might be institutionalized, rather than treating every incident as an isolated or interpersonal conflict.

SYSTEMIC EQUITY

Common definitions, operationalized, authentic, and culturally informed. Education, training and professional development on the same.

Curricular Reform: Policy should require syllabi to present "multiple credible scholarly perspectives."

Evidence-Based Intellectual Diversity: Hiring, research, and support services that break down echo chambers and group think and allow for diverse, lived experiences, and viewpoints.

HOW & WHERE CAN PSYCHOLOGY LEAD?

Consider examples from myriad settings...

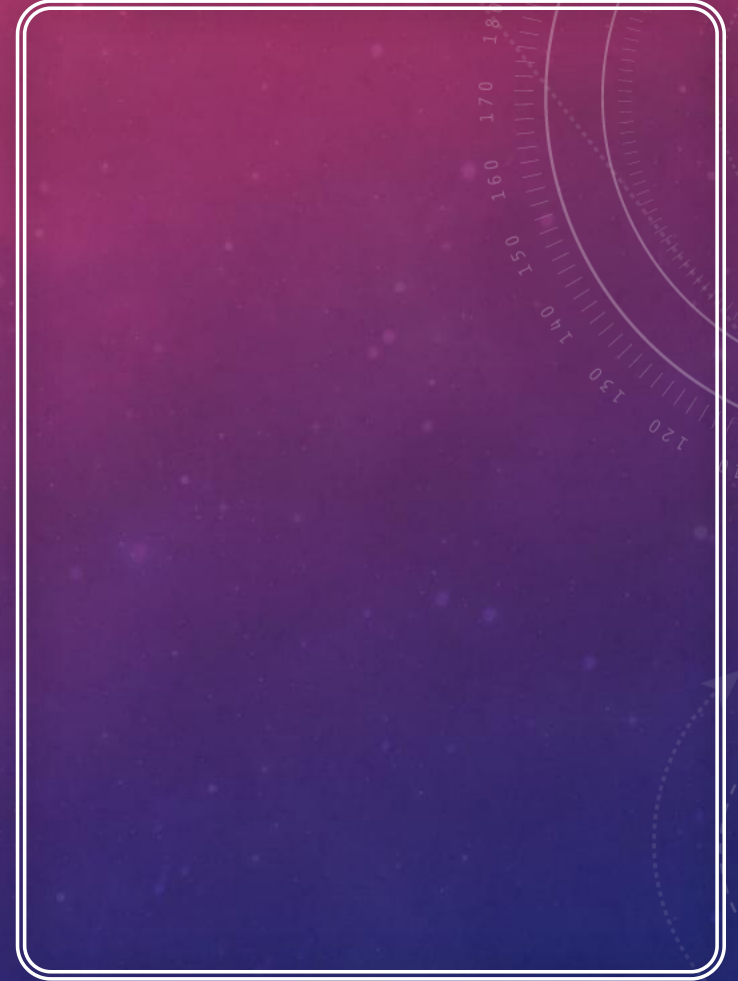


MAKING CHANGE

INTERNAL

And

EXTERNAL



Reversing “Business as Usual”

To prevent exclusion, institutions are adopting psychology-backed steps:

Impact over Intent: Shifting the focus from whether a comment "meant to be" antisemitic to the psychological impact (isolation, fear) it had on the victim.

Zero Tolerance: Establishing clear, public consequences for bias to signal that antisemitic tropes are not professionally acceptable.

Ally Empowerment: Training non-Jewish staff to recognize and speak up against antisemitism, so the burden of defense does not fall solely on the marginalized group.

Shifting resources to “learning mode” i.e., for a better understanding of the issues, consulting with Jewish community leaders and professionals.



**BETTER
UNDERSTANDING
OF
PSYCHOLOGICAL
SAFETY**

Clinical supervision protocols

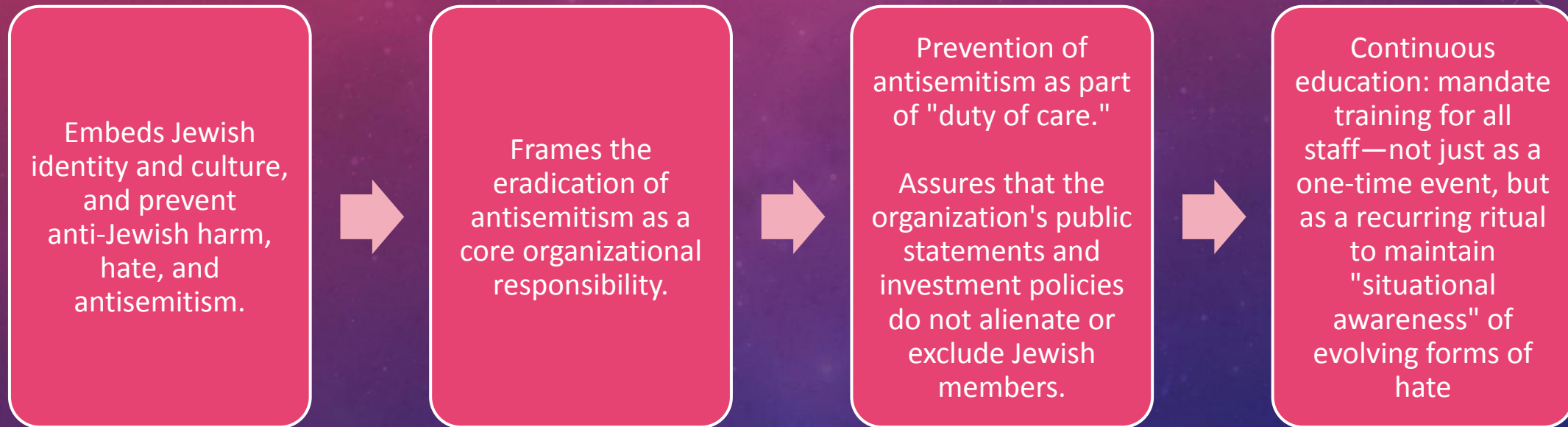
Classroom norms

Organizational culture shifts

NAVIGATING POLARIZATION



WHAT DOES FAIR POLICY LOOK LIKE?



CASE 1: NOT WELCOME

- At several U.S. medical schools and other education and training sites, Jewish students, residents, and post-docs have been labeled "white, privileged oppressors" or accused of complicity in genocide,, which has created a hostile learning environment and led to the exclusion of Jewish student groups.
- Jewish health professionals, including doctors and psychologists, have reported being ostracized by colleagues and, in some cases, having to endure conversations in clinical settings where they were questioned about Israeli actions and policies.
- Many institutions lack clear policies to handle these situations or only provide EEO protections to those specified in law. Complaints to leaders, managers, supervisors, and administrators are often ignored, leaving Jewish students and staff to feel unsupported and, in some cases, causing them to question their safety, security, and career choices.

Some students and staff quickly organized into networks to create safe spaces and push for change. what do they do now? What resources can they draw on?

BRIEF POLICY

Policy Statement and Scope

This institution **strictly prohibits** harassment, discrimination, and/or ideological bullying based on actual or perceived religious or ethnic identity, including antisemitic harassment that creates a hostile learning or clinical environment.

We explicitly **condemn framing** Jewish students, residents, or staff as "privileged oppressors" or holding them collectively responsible for actions in the Middle East, as this constitutes a breach of professional conduct standards. Immediate and transparent accountability measures, including mandatory training and timely disciplinary action, will be enforced for any violation.

Complaints will be **investigated promptly** by a neutral party to ensure a safe, supportive workplace for all. Disciplinary action will comply with institutional policy. **Retaliation** against complainants may result in discharge or referral to the appropriate authorities.

EXTENDED POLICY

Policy and Scope

[Institution Name] is **committed** to a learning and working environment that is free from harassment, discrimination, and intimidation. We adhere to the **principle** that all members of our community—including students, residents, post-docs, and faculty—deserve **respect** regardless of race, color, national origin, religion, or shared ancestry. Harassment based on actual or perceived religious or ethnic characteristics, including antisemitism, is prohibited. This policy applies to all aspects of medical education, including clinical settings, classroom instruction, student group activities, and social media interactions linked to the institution

Prohibited Behaviors

The following are strictly **prohibited** and violate this policy:

Targeted Harassment and Ostracization: Ostracizing, isolating, or harassing individuals due to their Jewish identity or perceived political beliefs.

Hostile Rhetoric and Stereotyping: Labeling Jewish students or staff as "privileged oppressors" or holding them collectively responsible for actions in the Middle East.

Complicity Accusations: Accusing Jewish students or staff of complicity in genocide or demonizing them, which creates a hostile learning environment.

Clinical Setting Hostility: Questioning, criticizing, or challenging Jewish health professionals about Israeli actions/policies in clinical, classroom, or patient-care settings, which disrupts the educational environment.

Exclusion of Groups: Denying official recognition or equitable access to facilities and resources for Jewish student groups or organizations.

CASE 2: ANTISEMITISM IN THERAPY SETTINGS

- Jewish patients|clients (P|C) and MH professionals report traumatic invalidation, where distress regarding antisemitism is dismissed, politicized, or met with hostility by therapists and colleagues.
- This environment has led to the exclusion of Jewish professionals from opportunities (e.g., research, conferences, promotions, etc.), and the retraumatization of patients|clients.
- Therapists told Jewish (P|C) that their fear of antisemitism is an "overreaction" or "paranoia." One therapist told a Jewish (P|C) that videos of atrocities committed on October 7 were fake and AI generated.
- When (P|C) express fear or grief over the kidnapping or murder of Jews, therapists dismissed this as "political" or shifted the focus to the actions of the PM or IDF, refusing to hold space for Jewish grief.
- Because of the lack of cultural competence or empathy of providers, (P|C) feel forced to hide their identity, experience severe anxiety or depression, and disengage from necessary health care

Several therapists approached their professional associations to see if there was any educational or training resources. But there was insufficient professional support, certainly not anything that specifically addressed Jewish identity or antisemitism. (P|Cs) stopped therapy or began to "no show." Jewish MH professionals connected online to discuss these issues, hoping to generate ideas to create a safer working environment and professional trajectory. What do they do now? Who can they turn to?

BRIEF POLICY

This institution strictly **prohibits** the traumatic invalidation, dismissal, or hostility regarding antisemitism experienced by Jewish patients, clients, and staff, recognizing such as a violation of professional ethics and a cause of psychological harm.

We **mandate** comprehensive, ongoing education on antisemitism and cultural competence for all clinicians and personnel to ensure a safe, inclusive environment that affirms the lived experiences of Jewish individuals and rejects the politicization of their grief or trauma.

All employees and patient-facing staff must uphold a **duty of care**, ensuring that concerns regarding hate, fear, or identity are treated with empathy rather than denial or professional exclusion. Failure to meet these standards of care will result in appropriate disciplinary action.

EXTENDED POLICY

Clinical Standards of Care

Affirmative Validation: Clinicians **must validate the reality of antisemitism** as a legitimate source of psychological distress; dismissing these concerns as "political" or "paranoid" is a documented clinical failure.

Trauma-Informed Boundaries: Therapists are **prohibited** from sharing personal geopolitical views or debating current events when a patient is expressing grief, fear, or identity-based trauma.

Fact-Based Engagement: Denial or **revisionism** of documented atrocities (e.g., October 7th) is strictly prohibited and may result in immediate clinical supervision and remediation.

Training & Competency

Specialized Education: All staff **must** complete biannual training on the "Diversity of Jewish Identity," covering the intersection of ethnicity, religion, and psychological impacts of generational and contemporary antisemitism.

Supervisory Oversight: Clinical supervisors **will** review cases where "no-shows" or "early terminations" occur among Jewish clients to correct potential instances of traumatic invalidation.

Professional Equity & Accountability

Equal Opportunity Protections: **No professional shall be excluded** from meetings, research, conferences, or leadership roles due to their Jewish identity or advocacy for Jewish safety.

Reporting Mechanism: A confidential portal is available for both patients and staff to report "identity-based hostility"; all reports will be investigated by a neutral third party to ensure a non-retaliatory environment. **Consultation** with subject matter experts in Jewish identity and culture will be done throughout this process.

CASE 3: SCHOOLS & UNIVERSITY SETTINGS

- At one prominent higher ed institution, leadership reportedly intentionally declined to express support for the campus Jewish community despite a rising tide of antisemitic incidents, including online rhetoric.
- At a well-regarded prep school, Jewish faculty and students have reported that while diversity offices exist to protect other groups, Jewish concerns are dismissed as "just politics". Some students have been told their grief is just not the same as other groups that have been historically mistreated and marginalized in this country.
- At one elementary school, Jewish students were subjected to Nazi salutes and Holocaust "jokes" in the school hallways. These were dismissed as "kids being kids" or "misguided political expression," and no further action was taken.

In some cases, Jewish students organized and in others, lawsuits were filed. What policies govern these cases? How does policy need to be changed to address these issues?

POLICY BRIEF

The institution strictly **prohibits** all forms of antisemitic harassment, discrimination, and intimidation, treating such acts with the same seriousness as other forms of unlawful hate, regardless of whether they are dismissed by individuals as political expression or "jokes."

All reports of antisemitic incidents, including online rhetoric or discriminatory behavior, will be **investigated** promptly, with clear, transparent, and consistent disciplinary consequences enforced against perpetrators to ensure a secure, inclusive campus environment.

To uphold a safe and welcoming community, leadership is **committed** to actively condemning hate and protecting the campus Jewish community through regularized reporting mechanisms, mandatory training, and comprehensive support services for all affected students and faculty.

ANALYSIS OF POLICY

Key Elements

- Clear, unwavering condemnation and support from institutional leadership.
- Explicitly treats antisemitism as hate rather than "just politics," ensuring equal protection.
- Eliminates the "kids being kids" excuse, enforcing policies on harassment and Nazi imagery.
- Reporting & Action: Mandates swift investigation and transparent consequences.

CASE 4: FORENSIC EVALUATION & HIGH CONFLICT LITIGATION

- A child is removed from an Orthodox Jewish home due to allegations of medical neglect (later to be discovered as a rare genetic condition). During the reunification process, the court-appointed forensic psychologist evaluates the parents' "fitness."
- The evaluator notes that parents are "rigid and uncooperative" because they refuse to attend mandatory parenting classes on Friday evenings (Sabbath) or at a facility that requires passing through a high-crime area on foot (as they cannot drive on Shabbat).
- The evaluator interprets religious adherence as a personality defect (rigidity) and ignoring the child's needs. By failing to consider *halakhic* (Jewish law) constraints, the evaluator submits a report and the court denies unsupervised visitation.

In forensic evaluations and high-conflict litigation, religious and cultural identity may be minimized as "secondary" to psychological factors. However, for many Jewish families, identity is not just a preference but a framework for safety, community, and child-rearing.

BRIEF POLICY

Court-appointed forensic evaluators must **identify and accommodate** sincerely held religious practices and limitations (such as Shabbat, dietary laws, or modest dress) when setting service schedules or assessing parent-child interactions.

Evaluators **shall not interpret** adherence to religious practices or law as psychological rigidity or a lack of cooperation, rather they must evaluate parental fitness within the context of the family's cultural and religious framework.

Any service requirement that cannot be met due to religious observance must be replaced with a **reasonable alternative** that allows for compliance without violating religious practices or law.

CASE 5: HIGH CONFLICT IN FAMILIES

- A "Modern Orthodox" couple is divorcing. Post-separation, the father becomes *Baal Teshuva* (more observant/Ultra-Orthodox), while the mother leaves religious observance.
- In mediation, the conflict centers on the Best Interests of the Child. The father insists on a *Glatt Kosher* diet and enrollment in Yeshiva; the mother wants the child to attend a secular private school and participate in soccer games and other activities on Saturdays.
- The father views the mother's lifestyle as threatening the child's faith and attachment to its community. The mother views the father's stridency as "alienation" and "brainwashing."
- The mediator is unfamiliar with Jewish identity and culture. There isn't any guidance from professional resources on how best to proceed beyond what would be done in any case of competing values.

A culturally competent mediator recognizes that this case isn't about after-school activities but ethnicity, faith, and culture. Without addressing the underlying Jewish identity shifts, agreement may not be possible. Family members may require the services of a family therapist, parenting coordinator, child custody evaluator, and more. What policies apply to the above scenario? Where do they fall short?

POLICY BRIEF

When parents with joint legal custody disagree on a child's religious education following a change in a parent's observances, the court shall **prioritize** the “actual religious ties” and established routine of the child prior to the separation to ensure stability.

Absent evidence of immediate, substantial harm to the child, the court will typically **permit** each parent to practice their chosen faith, including dietary laws and Sabbath observance, during their respective parenting time.

The court will **look with disfavor** on attempts by either party to actively alienate the child from the other parent’s lifestyle or community, encouraging a neutral approach that allows exposure to both parents' values

Considerations for Implementation:

Status Quo: Focus on the lifestyle immediately preceding the divorce (Modern Orthodox) as the base for decision-making.

Exposure vs. Coercion: Allow the father to keep a Glatt Kosher home during his time, but do not compel the mother to do so, nor compel the child to adopt the new, stricter lifestyle while in her care.

Education: If the child has already been enrolled in a specific type of school, changing to a drastically different environment (Yeshiva vs. secular) might be considered a disruption of the status quo unless that environment is shown to be harmful.

CASE 6: ALGORITHMS

- TrueThat Labs, a private-sector AI research firm, is partnering with a university's Computational Psychology department. They are building a *MH Awareness Algorithm* designed to flag hate speech and psychological distress in social media datasets. The research team opts for simplicity and categorizes "vulnerable groups" based on a specific index. In this case, and others like it, the Jewish community (in a particular area) did not meet the *economic deprivation threshold*, the PI removes *antisemitism* as a category of hate speech.
- A Jewish neuropsychologist on the team notices that AI is not flagging "Dual Loyalty" tropes and raises the issue at a team meeting. One team member says it's not really hate speech, rather political opinion. Another agrees. The Jewish psychologist is later evaluated as being *over-sensitive, not a team player, and lacking professional distance*.
- A research paper is widely published and lauded, all without addressing antisemitism or addressing the real harms. This paper becomes a foundational piece for other work.

Algorithms today are being built without deep knowledge of Jewish history, identity, and culture, nor the diversity within the culture. Omitting Jews from "marginalized" datasets because they are perceived as "high-resource," making their specific traumas invisible to policymakers. Statistical erasure is a growing issue in scientific research. What can be done?

POLICY BRIEF

All AI research involving hate speech classification **must employ inclusive**, intersectional definitions of "vulnerable groups" not solely dependent on economic metrics, requiring mandatory vetting by diverse stakeholders.

Research teams **must document and address** reported concerns about under-represented or overlooked biases, such as "Dual Loyalty" or other tropes, in project meetings; **failure** to address these issues prior to publication will be considered a breach of research integrity.

Project leaders **must ensure that classification models** are sensitive to evolving forms of hate speech and, if ethical concerns are raised, must pause publication for a formal review to prevent the dissemination of biased, harmful, or exclusionary data.

WHY THIS POLICY MATTERS

Neutralizes Bias: Prevents PI from using a single metric (like wealth) to ignore social vulnerabilities like hate speech.

Protects Dissent: Ensures that experts can raise technical concerns without facing character assassination, ridicule, or poor performance reviews.

Scientific Integrity: Stops "flawed" foundational papers from spreading by forcing researchers to be transparent about what their AI can and cannot detect.



You can't control the wind, but you can adjust
your sails. (Yiddish Proverb)

DISCUSSION & THANKS!

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Psychologists**

for hosting this series of policy webinars!

A close-up photograph of a hand holding a pen, with a large, semi-transparent circular graphic overlay on the right side of the image. The overlay contains the text for the homework assignment. The background is a blurred indoor setting with a person in a purple shirt.

HOMework

Draft a set of "stress-test scenarios" specifically for your educational or work setting or department.

Create a policy audit checklist to identify where your current rules might have "blind spots" regarding antisemitism.

Develop a framework for a co-creation policy workshop to involve your team or network in the drafting process.

HOMEWORK

Risk Settings:

Identify 3 "High-Risk" settings (e.g., on site, off-site, digital, Grand Rounds, internship, counseling center, professional conferences, meetings, professional feedback).

Power Dynamics:

Who holds the most social capital in these spaces?
Who is most likely to be silenced?

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Scenario in Micro-Exclusion:

Draft a "Micro-Exclusion" scenario.
Focus on subtle bias rather than overt slurs.

Actions & Intended Outcomes:

Identify specific actions to address risk setting, power dynamics, or cases of micro exclusions.
Summarize intended outcomes or results.

TRAUMA-INFORMED POLICY MODELS

Approach: Treat antisemitism as a public health crisis and a source of collective, intergenerational trauma.

Scenario: A Jewish patient expresses fear because a provider is wearing symbols that are perceived as hostile. The provider dismisses this as "paranoia," and suggests that the patient should just "ignore them."

Policy outcome: integrating "traumatic invalidation" training into EDI frameworks. This ensures that Jewish pain is not dismissed or politicized, but centered, and treated with the same clinical standard as other marginalized group

Approach: Enact "Zero-Tolerance" & Zero-Retaliation policies

Scenario: The whistleblower hotline is under-utilized and rarely touches on known cases of antisemitism by hospital staff. Of course, the number for the hotline is not widely circulated and whenever anyone raises an issue of discrimination, individuals are asked for their names and told to report to HR.

Policy outcome: Allow for anonymous reporting on new Hotlines that specifically track antisemitic metrics alongside other forms of bias. Remove the "reporting burden" from victims and create a data-driven approach to tracking trends in hate, violence, bias, and disparate treatment.

FUTURE PROOFED POLICY MODELS

If you are developing policy for a department or agency, consider these psychologically grounded "future-proofing" steps:

- **Dress code & symbolism:** revise policies to prohibit staff from wearing political attire in care spaces to ensure they remain welcoming for all.
- **"If-then" accountability:** include in "Patients' Bill of Rights" explicit guarantees for an environment free from religious and ethnic discrimination, with clear consequences for violations.
- **Curricular & ethics reform:** incorporate Holocaust education into medical ethics courses and professional development to teach about the dangers of dehumanization in research and clinical practice.