



I can't thank you enough for sharing your experiences with us. It was deeply moving - and I am just so sorry that it clearly has such a high emotional cost for both of you. I wish things were not as they are.

Your visit stimulated a long discussion with the team. Everyone was deeply moved. What you are doing is above and beyond.

I am even more keen to work with you further! You have given us a vast amount of food for thought. Thank you!

Natascha Engel, CEO of Cross Party Think Tank Palace Yard  
Former Deputy Speaker and Member of Parliament

## B L O O M S B U R Y

Your authenticity and the personal nature of the session had a very real impact on me. I know that Iram's response (Global Inclusion Manager) and that of Sally (UK HR Director) was how very powerful the discussion was.

The session was deeply authentic and thought-provoking. It created a safe space to explore a challenging topic with honesty and empathy. The personal stories shared had a real impact and will help our team to have greater awareness of challenges faced by Jewish colleagues."

Thank you again for putting yourself in that very uncomfortable position to share your experiences in order to benefit others

Karl Burnett, Group Director of People & Engagement

## **Browne Jacobson**

Hi Rachel and Michal,

I just wanted to drop you a quick email after today's session to say a massive thank you.

You delivered an incredible, honest, thought-provoking session and I can tell that it's resonating with people – I hope you got to read the lovely comments at the end.

So much emotion and energy must go into the preparation and delivery of your workshops, so I hope you have some time decompress and reflect on how well it went.

Thank you both again. A hugely powerful session.

Many thanks  
Oli

**Oliver Holmes (he/him)**  
Head of Diversity, Equity & Inclusion

Very grateful for the space you've provided for us to listen, learn, and reflect - thank you.

I have learnt so much from today's session and thank you for sharing your experiences with us.

It can't have been easy for you to share, so grateful for the chance to understand.

That was a really powerful session and one of the greatest takeaways for me is the importance of checking in with people and showing the same allyship we show other communities – nobody needs to be an expert in geo politics to have empathy for others.

Huge thanks for an amazing and impactful session - so much to think about.

Echo Bridget's comments and those of others, thank you both for such a personal, compassionate and informative session and an important reminder to care for each other.

Very eye-opening and educational for me, I will aim to better support my Jewish friends and colleagues now having learned more about the challenges they face every day.

*News* UK

Dear Rachel,

The feedback on the session has been so positive. Many felt very moved and expressed how much they hadn't realised about the impact of anti-semitism and hatred towards Jews. The history was pointed as something of keen interest - many having no idea it has stemmed back from so long again, and the prevalence of stereotypes having such a significant impact today.

Thank you

Shelley x

**Shelley Bishton**

Head of Diversity, Equity and Inclusion, News UK

AutoTrader

Good morning, Rachel and Michal thank you so much for yesterday for delivering such an impactful workshop

I appreciate that this is not just a day at work for you and how emotional it is every time you have to run a session so I am personally grateful that you spent time with my team. They have all learnt so much in an hour

and hopefully their appreciation and empathy of what our Jewish colleagues are experienced is elevated and they can offer better support to them.

Christos (People & Culture leader)



[\(42\) Post | LinkedIn](#) **Lasaya Shekaran**

I just attended probably the most important DEI session I have ever been to - on understanding antisemitism.

I'm going to start this post with an admission of guilt - I have been silent on this topic for too long.

I've known that antisemitism has been on the rise, hearing awful stories over the past year backed up by shocking stats: 70% of British Jews feel the need to hide their identity. I know so many British Jews are living in fear right now.

But I haven't spoken up about this - and I know this is extra hypocritical when I have been speaking out about other forms of racism (particularly Islamophobia that impact me) and even calling out the silence of so called allies.

Why have I been so silent?

✘ Out of fear of saying the wrong thing - I don't have lived experience being Jewish, I'm not an expert on Jewish history

♥ Out of fear of undermining the experiences of other communities, such as British Muslims and British Palestinians, when awful events are happening in the middle east

✘ Out of fear of just being straight up shadow banned because this topic has become so sensitive and politicised.

I've realised that my silence is not good enough.

One of the most important takeaways for me from this session today was that we don't have a finite amount of empathy - we can and must have empathy for multiple groups of people at once.

I'm so grateful for our brilliant speakers today - Michal Oshman and Rachel Vecht 🧡🏠 - who bravely shared their lived experiences and answered our questions with such empathy and openness.

I'm sorry if I've used the wrong language or said the wrong thing in this post - it's a starting point of trying to speak out but I don't want to undermine anyone's lived experiences.

What I do know is life does not feel 'business as usual' for so many people and it is our duty as friends, colleagues and humans to look out for each other.

How can we build compassion, trust and teamwork if we don't understand the experiences of those around us?

I wanted to share a big thank you to [Rachel Vecht](#) 🌍🏠 and [Michal Oshman](#) for openly and honestly sharing their experiences with us last week at a very powerful session on understanding antisemitism. What a personal and meaningful way to kick off our new Conversations that Matter discussion series.

I'm so pleased to introduce this series to provide a space with LCP to cover subjects that are often complex, emotionally charged and difficult to navigate. Instead of focussing on division, we want to consider these topics in the way that matters most - how they impact our people, our contacts, our friends - to better understand each other and the social dynamics that shape the experiences of those around us. What better way to do that than personal stories - taking the time to appreciate different perspectives and lived experiences.

It was a powerful session, and all the more impactful because of the personal stories.

Jinita Shah

It was a brilliant session. Nothing better than being educated by those with lived experience. Thanks to you and the LCP team for arranging these important conversations.

**pact.**

Thank you so much for today's session. I have to admit I was very nervous about running it. It was so well delivered and clear, not an easy thing to achieve as it is such a complex subject and difficult time. Also it is an emotive time for all, and navigating the constant polar narrative online particularly in our own sector is exhausting. Appreciate your work on it.

I think it was incredibly powerful and moving and I think people in my industry are crying out for a forum like this and to be heard.

Anjani Patel (She/Her)

**Head of Inclusion and Diversity.**

Please do pass on my gratitude to Rachel and Michal for such an insightful session, which was made all the more poignant by them generously sharing their own lived experiences with us. I really did find it very moving at times, and frankly, scary. It was an important and hard hitting reminder of the real breadth and impact of the current rise in anti-semitism.

Since Oct 7th I have been concerned by how so many of my well informed, intelligent and kind friends on the progressive left, seem to become impervious or blinded to certain subtler signs of anti-semitism, and sadly, I now realise I probably have to include myself in this - having allowed myself to get swept up in the group anger and dismay over Gaza, without always questioning my better judgement when it comes to balance in expression. I think for me this was the biggest impact yesterday - realising that in trying to do the right thing on the one hand, we risk inadvertently perpetuating antisemitism en masse, and just how easy that can be. It was a real eye opener to realise how I, as a third generation Polish refugee, having grown up surrounded by stories of and

warnings about the rise of fascism, could so easily be swayed by "the crowd". And so the circle continues. Or not, thanks to training like this.

I will certainly be encouraging friends and colleagues to participate in this training.



Hi Rachel,

Thank you so much for delivering a wonderful session. I truly appreciate you and Michal's openness in discussing your lived experiences, historical context, and the impacts of anti-Jewish racism in the workplace.

I personally learned a great deal, and it was great to see the level of comments and engagement from others. I truly appreciate the effort you both made to create a psychologically safe environment for conversations that are, at times, difficult but deeply important.

Sessions like this are needed now more than ever, and I'm grateful for the work you both put into making this session impactful. Thank you for your openness, and I hope our paths cross for more opportunities to collaborate in the future 🤝.

Warsan

Warsan Haji-Yusuf | Inclusion, Diversity and Well Being Employee Network Lead

Hi Rachel and Michal,

The Jewish Employee Network extends our heartfelt gratitude for your recent discussion with our colleagues, addressing both the history of antisemitism and your personal experiences. Since October 7th, it has been challenging for members of our Jewish Employee Network to navigate the complexities of sharing our experiences while maintaining political correctness and avoiding potential offense.

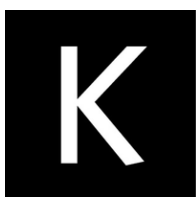
Your candid sharing of how the current conflict impacts those living outside Israel has been invaluable. Despite not residing there, many Jewish and Israeli individuals face unwarranted hostility due to the ongoing war. This session was much needed, as it highlighted the profound effects on ourselves and our Jewish colleagues.

Thank you once again for dedicating your time to this important conversation. Our Jewish colleagues felt heard, and our allies now have clearer guidance on how to offer their support.

All the best,

Gilat and Josh

Co-Leads of Avanade's Jewish Employee Network



**Kennedys**

Huge thanks to you both. It was one of the most powerful webinars that I have ever been to. You are both truly inspiring and I cannot imagine how difficult it must be to open up these wounds over and over again.

Despite talking about incredibly difficult and painful topics, your kindness and empathy shine through at all times.

I have already started receiving some great feedback. I will be sure to recommend the session to my other DEI colleagues.

*Incredibly moving and insightful, thank you for organising.*

*Really thought provoking and insightful session to raise awareness of how the Jewish community is feeling at the moment (which I don't believe many people are aware of). The examples of the lived experiences really hit home the most. I am not Jewish but I have a good friend who is and they are scared and reliving generational trauma right now, in the same way explained on the call today.*

Marianne Blattès (she/her)  
Senior Diversity, Equity and Inclusion Manager for Kennedys

Deborah Dudgeon to Everyone 12:49

thank you both so much for sharing your experiences. It's been very emotional to hear, and enlightening for those of us who are not Jewish

Really powerful workshop, thank you very much



Hi Rachel,

Thanks so much for facilitating today's session. This is the first session that I have run where the CEO, COO and CFO and a few other execs listened in, and all expressed how powerful it was. I am happy with the impact of the session and people having a great understanding of your lived experience and antisemitism as well as the curiosity to increase their knowledge further.

Nicki who asked a question on the call had said to me: "I wanted to thank you for organising these sessions, I mentioned to a friend who's Jewish that we were doing this and she surprised me by actually crying. I hadn't realised how attacked and isolated the Jewish (and I'm sure the Muslim) community are feeling at the moment. For her, it meant the world to know that other people out there do care, and are trying to help people to support and understand.'

'So thank you for arranging this and all the other sessions you do, I always feel like I learn so much from joining them.'

Annika Allen

Hi both,

I think the session was a resounding success and you both did such a great job of conveying everything that we're feeling and going through.

I also want to say you did an expert job of not straying into the politics of it all. I thought the question from Nicki might have ended up going there, but you expertly steered away from it.

The feedback I've had from both Jewish and non-Jewish colleagues has been incredibly positive. Our CFO who was sitting next to me was visibly very moved, as were the CEO and COO who were on the zoom and came up to me afterwards to say they had no idea about the extent of antisemitism at the moment.

Thanks again  
Steven Brown

Thanks again for your session.. Please see some of the feedback that we have received below.

Warm regards,

Annika

I thought today's Antisemitism training was extremely powerful. From my perspective as a Jew it felt really important and emotional to be sitting there with non-Jewish colleagues in the group hearing about the challenges and reality of what is going on at the moment and the effect it is having on people like me and other Jews. I think Rachel and Michal's approach to be both informative with historical facts about Antisemitism and very personal with their own lived experience was a great balance and very enlightening for people who are unaware to hear.

Thank you for hosting such a powerful and necessary session. The horrific events of 7<sup>th</sup> October and the subsequent response to these actions from a personal to global perspective have left many of us perplexed, confused and muted. Your session helped give important historical context as well as help me better understand the impact of this tragedy on the Jewish community. I also thought it was important that you stressed that supporting Jews as they struggle to come to terms with what happened does not mean you are picking one side or another.

Thank you for organising today's session on antisemitism. I thought it was brilliant and as a Jewish employee, I feel very grateful that it happened. Please share this feedback with Rachel and Michal.

Rachel and Michal's authenticity shone through and it was incredibly powerful and moving as I had personally experienced everything they spoke about and it felt validating to hear someone else articulate it to a wider audience which included Jews and non-Jews. I felt seen and heard at work in a way that I hadn't felt before.

They explained the history of antisemitism very well in a short and clear way, and why the attacks of 7 October have re-traumatised us as a community. They didn't get into the rights and wrongs of the Israel-Palestine conflict or of the current war and that was the sensible thing to do as anti-Jewish racism is geared towards Jews of all political persuasions and was sadly rearing its head even before Israel's retaliation.

Thank you for your support Annika and for recognising that Jews should be counted in the wider D,E&I conversation.

I found the session to be very eye-opening and moving. A key learning for me was understanding the generational trauma that is triggered by seeing people express a desire to eliminate Jewish people, whether that's through violence or through rejection. I also hadn't internalised that the Hamas attack was the biggest mass-killing of Jewish people since the Holocaust, I certainly didn't wake up the next morning with a sense in my mind that I needed to offer support for my Jewish friends and colleagues. That speaks to

my own lack of awareness but also to the point Rachel and Michal made about how painful the press around the situation in Gaza has been.

Please pass my thanks on to them for speaking to us about this, and thank you again for organising, I hope that the Islamophobia session next week will also be an opportunity for me to learn more valuable insights.

Thank you so much for organising this session. I found it incredibly helpful in understanding how colleagues might be feeling and gaining an insight into what they're experiencing. It was really moving and shocking, and I found it very thought-provoking.

Hi Rachel and Michal

I attended the antisemitism workshop that you ran yesterday for staff at All3Media. I sent some feedback to Annika which I asked her to share with you but wanted to write to you directly as well to thank you. I thought it was a brilliant workshop and hit all the right notes.

I am a Jewish woman with close family in Israel. The very personal feelings and experiences you share all resonated with me and it was a very emotional experience listening to you talking, particularly in the knowledge that I was in the company of non-Jewish colleagues for whom this might have been new and eye-opening.

I appreciated the fact that you both come from a D,E&I corporate world so you understand how much amazing work has been done recently around inclusion for people from other minority groups and therefore how deafeningly silent it has been for Jewish people since 7 October.

You packed so much into one hour, including a very clear and concise history of antisemitism (not easy in 10 minutes but you managed it!). You were open, authentic, warm and nothing you said could be argued with. That was what was so brilliant. You steered clear of anything political which was absolutely imperative.

Thank you for helping me to feel seen and heard in my workplace. I wish the workshop was mandatory for all staff. Hopefully one day it will be!

Warm wishes and thank you again. I have recommended you to other companies already.

Suzy

**Suzy Jaffe**

Head of Talent 



Thank you Michal and Rachel for being open about your experiences and create awareness about the experiences of Jewish people in the UK in particular and the world in general. This was a great space and I learned a lot. Thank you to the Race Equality Network for organizing this event. As Jaroslav said, #UnitedWeStand and Allyship is more important than ever.

A fantastic session, thank you so much particularly for articulating about how many colleagues are feeling so well.



I hope you're both ok. I wanted to check-in with you both after the session yesterday, personally I was emotional, and a bit overwhelmed so I can only imagine how you must have been feeling every time you do this.

My emails and messages are bursting with gratitude for you and the session, as am I.

Thank you for creating a psychologically safe space and for your grace when sharing your personal stories, I could see your pain being felt by everyone on the call.

I also wanted to say thank you for helping to start a much-needed conversation, one that's integral to building our inclusive culture here at Fremantle.

I will confirm the next session, shortly. Is there an evening that works better for you both if we are doing a 10pm GMT session for the US and Australia?

Thank you once again, and it's humbling to be working with you.

All my very best,

Babita

*Fremantle*

**Babita Bahal** she/her/hers | Group Head of Diversity, Equity & Inclusion | Human Resources

Thank you so much Michal and Rachel for sharing your stories. I'm genuinely upset at hearing what you & your families have been through and how you're having to live your lives essentially constantly watching your backs. Michal, your daughter should be able to wear that necklace with pride & this generation (and future ones) shouldn't still be having to deal with these horrible atrocities. People need to be better & actively educate themselves to understand what the Jewish community are facing right now. If people don't understand how to be better, they just need to ask.

Thank you so much for sharing your experience.. I feel I have learned from this session. I'm sorry you are experiencing the negatives you are... and hope we all learn to be accepting

[5:05 PM] David Lawrie

I was born in Jordan and Christened in Jerusalem. It's a part of the world which is a part of me and the situation deeply saddens me.

[5:05 PM] Kim Bartholomew

Thank you all for sharing so openly so that we can all gain a more accurate perspective on this. Appreciate it hugely

[5:06 PM] Matthew Sanders

Thank you for the talk, it's greatly appreciated. I have found the last few months incredibly difficult. Apart from fear, the emotion I have experienced the most is mistrust, which is not something I'm proud of. The fact that Babita has invited you both to talk means a lot though.

[5:06 PM] Alison Kreps

thank you both for your bravery and your honesty. What you are doing is incredibly important and I am grateful to you both.

[5:07 PM] Ella Heaton

Thank you for this, so Enlightening for a lot of us! Thank you for the reminder we should remember the people and not just focus on the politics. Super insightful, I give my thoughts to all of your families and friends! ❤️

[5:08 PM] Joe Burgess

Thank you so much, this was very enlightening, I've learned so much and will leave this session more informed on how to support as an ally

[5:08 PM] Melissa Kwan

It has been very insightful and painful to hear. Thank you both.

[5:08 PM] Michelle Foreman

Thank you both for your honest and brave accounts. Thank you Babita for arranging this important talk. We have gained so much insight.

[5:08 PM] Naomi Egenamba

Thank you so much for your stories and open honesty!

[5:08 PM] Nisha Kanbi

Your honesty and transparency has been inspiring. Thank you!

[5:11 PM] John Comerford

Thanks so much for the honesty and personal testimony. It's been very helpful and moving

[5:21 PM] Stephanie McAllister

Thank you both so much for such a personal session full of so many heart-breaking stories. The world feels like a terrifying place at the moment, so its so important the work that you are doing. x

[5:25 PM] Joe Goldberg

Thank you, Michal and Rachel, and Babita and Embrace, for a really important and helpful discussion. I appreciate you all and what you are doing.



Independent  
Governance  
Group

Thank you Rachel. And thank you to you and to Michal for this morning. Stimulating, fascinating and heartbreaking - and a real master class in delivery and authenticity. I thought it was excellent.

Mark

**Mark Wileman**

Chief Business Development Officer  
M: +44 (0)7774 803653

[www.weareigg.com](http://www.weareigg.com)

Rachel and Michal

I can't THANK YOU enough for the amazing session this morning. I learnt so much from it and know many of my colleagues will have too. The mixture of history, modern day experiences of the Jewish community and your own personal experiences was fascinating and touching.

The feedback is still coming through but I have shared below what we have had so far. As you will read, the session was very well received.

We would love to keep in touch and hopefully we can find opportunities to work together again in the future.

Regards  
Manni

*Hi Manni, just to say thanks again x1000 for organizing that talk. I thought it was incredibly powerful and said so much of what has been inside of me forever. But what has really bowled me over was that our company commissioned it. By which I of course mean you. I can't tell you how much that means x*

*Manni - that was superb - well done for sourcing it. Please pass on my thanks and heartfelt appreciation.*

*absolutely fantastic session - really eye opening, i cannot imagine what they go through as parents on a daily basis - highlighted the privilege of being a white british person and not having any of those fears. I cannot believe that is happening in modern day britain, i had no idea. i just want to send them my love and support*

*Hi Mani, I would really like to say thank you to both Rachel and Michal for sharing their stories. I had no idea of the severity of fear being felt. I totally understand (being an Indian/Hindu) the fear that is felt when being verbally abused, especially seeing it being directed to a parent when very young, I really want to say that I feel a real amount of empathy. It makes me very sad to hear that antisemitism is rising and I would personally do anything I can to fight against that prejudice*

*Manni, this training has been so important to develop knowledge and understanding. It has been incredibly moving. Thank you for arranging.*

*I just want to thank you for organising the session just now. I found it very emotional and inspiring, albeit hard to put into words. I am very grateful for the support from IGG as an organisation and hope others found it helpful and useful.*

*Just a quick thank you for arranging today's session on Antisemitism. It was really difficult to listen to some of the day-to-day experiences, and very thought provoking. Excellent too that IGG is running these sessions, and I look forward (well, in an apprehensive way) to the one on Islamophobia, as I'm sure similar prejudices will be exposed across the wider community.*

*And a great attendance and Executive commitment.*

*I'm sure you will but please pass on our thanks to the two presenters and let them know they're not alone.*

*Just a quick note to say I attended the first talk about 'understand and countering antisemitism' this morning and just **WOW** – both Rachel and Michal were incredible and their vulnerability was admirable and inspiring! I know that everyone is busy and it can be hard to find a spare hour, but I would really encourage everyone to try join any further sessions!*

*I certainly learnt a lot and was able to educate myself on a topic that I admittedly, initially knew very little about. I got surprisingly emotional at parts, so I am glad I had my camera turned off, but it really was a great session! So thank you very much for forwarding and if you get the chance, please pass on my thanks and appreciation!*

## **Manpreet Sohal**

Chief People Officer

APPT - Accredited Professional Pensions Trustee

Thanks so much for today. What you are both doing is really important and inspiring. It has certainly had a really positive impact on our team.

The past 36 hours have been fairly full on with trustee meetings, so I am only now having some time to reflect on what was a very emotional and yet awesome workshop. Until seeing it in action, I was nervous as to what to expect, both in terms of how you and Michal would tackle the issues and also in terms of how it has been received. As I look back, I don't think I could have asked for or expected anything more and I would not suggest that you change anything because it was so authentic and heartfelt.

I was struck by two things in particular, the way you both brought your personal experiences to humanise the subject and gain empathy (I think people were especially struck by Michal's chicken soup story), and also the way that you dealt with our history and providing a perspective that I think really helped many of my colleagues understand where we are coming from. I have not been in the office yet – I am in tomorrow and it will be interesting to see who approaches me and what they say – but a few colleagues have approached me and indicated that they found the session moving, inspiring and educational.

I think the work you are doing is so important and I thank you from the bottom of my heart for responding to my and my company's request in the way you have. If I can help you in any way, perhaps by speaking to other prospective workshop participants / leaders and provide testimony and reassurance around the experience that we have had, then please let me know.

With very best wishes

David

## **David Brickman**

Trustee Director

APPT - Accredited Professional Pensions Trustee

## Linkedin Feedback

Massive thank you [Rachel Vecht](#) 🧠🏠 and Michal, for such a powerful and authentic talk today. The mixture of history, modern day experiences of the Jewish community and your own personal experiences was fascinating and touching. The feedback shared from the IGG team said it all! It's been a great experience working with you. All the best, M  
Manpreet Sohal

It was a wonderful experience and thank you so much for sharing.  
Debra Soper

What an incredible session, thank you for sharing the uncut version of yourselves. My mission is always strive to put differences aside and truly embark on a mission to treat our fellow neighbours as we would treat ourselves the world needs big voices like yours to take forward our better tomorrows!  
Marion Hope

Rachel, thank you so much to you and Michal for the session you ran yesterday and for sharing your stories and experiences - it was so honest and raw and very thought-provoking.  
Dan Gilmour

The story you told was truly from the heart. Hearing of the challenges you, your family and families like yours, face just going about day to day life was heartbreaking. I understand why the session wasn't recorded but it was so illuminating, each of us should find a way to share the experience with a wider audience.  
Brian Barbour



Hi all, I have a question as a non-Jewish person: where I live (Poland), antisemitism is very much present on the streets, in jokes etc. Is there anything that non-Jewish people can do to support those who are Jewish in such conditions? Or should we as non-Jewish people just stay away from engaging in those things?

Thank you for sharing, sending prayers & love to you, family and community x

I will echo your experiences. Constant talking point at home is 'is it time to leave the country'. Questioning 'shall I take my Kippah (skullcap) off when travelling into London. On the Friday you mentioned after Oct 7th where there was a big threat against Jews - I was also on security. We advised my 9 year old to wear a hat in the streets - his response was 'I'd rather die a Jew than hide who I am'. What to advise kids when travelling as well.

Thank you so much, Michal and Rachel. As the grandchild of German Jewish refugees, I am so grateful to you both for your bravery in speaking up about a topic that I, like you, often feel uncomfortable speaking about. Big thanks!

thank you so much, this was such an excellent session

Thank you Michal and Rachel for your incredibly brave, open and honest insights.

To you and our Jewish colleagues, as a non-Jewish ally I would like to say "please do not leave the UK", and I hope that more of us can give you and your families the strength and support you need to feel safe again.

Fred Hoysted 13:02

Wonderful presentation. Thank you for your insight, and for sharing your personal experience so honestly

Sasha Leahy 13:03

Thanks so much for this presentation. I grew up in Finchley, close to Golders Green and it makes me so incredibly sad that this is happening in London right now and that London is not safe anymore for Jewish people. Have you got any guidance on what I can do to help/ support? Thank you