



## “My D&I Story” – My Jewish Heritage

### Morgan Miller - CoE Analytics and CCO Analyst, Enterprise Sourcing



In celebration of Jewish American Heritage Month, we are proud to hear from CoE Analytics and CCO Analyst, Morgan Miller, about her challenges with diversity and inclusion as a person of Jewish faith. Jewish American Heritage Month recognizes the diverse contributions of the Jewish people to American culture.

“I don’t have the ‘name’ or the ‘nose’ that Jews often get stereotyped as having, so people usually don’t realize I am Jewish until I mention Shabbat or a Jewish holiday. Having the opportunity to speak about Jewish culture is important to me because it’s one of the things which defines who I am and how I live my life. Unfortunately, many people around the world, historically and today, have been assaulted or killed because of their Jewish ethnicity and

religious roots.

I am proud to be Jewish, and to be able to share my culture and religion with such a diverse group of people. However, I usually don’t feel comfortable discussing my celebrations of Shabbat, holidays, or talking about Jewish cultural or religious customs until I know how the person feels about Jews. I have close relationships with Jews throughout Cincinnati who I celebrate with, including my rabbi from college, and I regularly talk to and see American and Israeli Jews who I met in Israel.

Unfortunately, with Antisemitic bias, the prejudice can come in subtle or in blunt ways. I have had people tell Holocaust jokes to me and get offended when I didn’t find them funny. I have also had people say that I was overreacting when calling them out for spreading false conspiracy theories which accuse Jews of controlling the economy, the media or trying to start a race war. Additionally, I have not always felt comfortable requesting days off for holidays because I have had employers who have punished me for taking time off once I returned to the office.



A group of American and Israeli Jews that Morgan met in Israel who helped her become closer to her Judaism.



Morgan and her friend, Eyal, riding camels in the Negev Desert.

The bias I have experienced has been hurtful and has made me want to hide a key part of my life out of fear; however, I have used these incidents as teaching moments for others who don’t always realize that they’re being antisemitic. My advice for people wanting to be more inclusive of members of the Jewish community is to ask questions. When cultural and religious holidays and topics come up, they should try to educate themselves on common stereotypes so they’re not using them. I would also advise that they be an advocate when antisemitic incidents occur and not join in or allow the conversation to continue.”