*Dear****[Company Executive]:***

*I am writing regarding a statement you published on****[DATE]****about the ongoing violence in Palestine and Israel. In the statement, you wrote:****[COMPANY’S ONE-SIDED STATEMENT ON ISRAEL].***

*I join you in condemning the deadly targeting of civilians. Targeting civilians—no matter the nationality, ethnicity, or religion—is a war crime and violates not only international law, but the basic moral principles all should consistently embrace.*

***However, I and other employees, are deeply concerned that your statement omitted any mention of the Israeli government’s deadly targeting of Palestinian civilians either before or after Oct. 7.****The Israeli government’s bombing of apartment buildings, mosques, schools, and other civilian targets in Gaza had killed numerous innocent Palestinian civilians by the time you issued your statement on****[DATE]****. The bombing has now killed over 5,000 Palestinians, including 2,000 children. The Israeli government has also denied the many innocent people of Gaza access to water, food, electricity, and fuel, and demanded one million Palestinians leave their homes in northern Gaza or face death.*

*These threats to Palestinian livelihood by the Israeli state are not new. I urge you to consider the following facts, as reported by known human rights organizations Amnesty International and Human Rights Watch:*

* + *In 2023 alone, over 250 Palestinians, including 47 children, were killed in the Occupied West Bank.*
  + *Israeli settlers have dramatically increased violence against Palestinians, with 600 attacks recorded in the first six months of 2023.*
  + *Palestinians have for decades faced home demolitions, land confiscations, detention in Israeli jails for years without facing criminal charges (including Palestinian children), the desecration of both Christian and Islamic holy sites, and countless injustices.*
  + *The blockade of the Gaza Strip, which began in 2007, has continued to make the land into an open-air prison for its residents.*
  + *Gaza continues to be besieged with snipers stationed all around, drones present in the sky at all times, and navy patrols ready to shoot at even fishermen who venture too deep into the water.*
  + *Palestinians in Gaza are only allowed 4 hours of electricity a day.*
  + *97% of the water in Gaza is undrinkable.*
  + *Gazans are unable to easily travel to get medical treatment.*

***By not mentioning this violence against the Palestinian civilians in your original statement or expressing any concern about the Palestinian people as the death toll in Gaza rose over the past week, [COMPANY NAME] made Muslim, Palestinian, and Arab employees feel marginalized and unrecognized.****I, and many in my community, are in a state of grief over the loss of lives. The company’s failure to acknowledge that suffering has compromised my well-being in the workplace. Given****[COMPANY NAME]****’s stance promoting diversity, equity, and inclusion in the workplace, I hope that you will consider affirming that your Palestinian, Muslim, and Arab employees and those who care for them are also respected and valued here.*

*Moreover, the omission also contributes to a harmful environment for Palestinian, Muslim, and Arab-Americans across the country. We are witnessing rising anti-Arab and Islamophobic sentiment in the U.S. due to events in Gaza, which such statements have failed to condemn.*

*To address these concerns, I ask****[COMPANY NAME]****to issue a follow-up statement to the public that:*

* + *recognizes the humanity of both Palestinian and Israeli civilians.*
  + *condemns the Israeli government’s ongoing bombing and threats of ethnic cleansing against Palestinian civilians in Gaza, including the denial of basic human necessities.*
  + *condemns the anti-Muslim and anti-Palestinian bigotry that has become commonplace in media, politics, and social media, allegedly contributing to the horrific murder of 6-year-old Palestinian boy by his family’s landlord in Chicago on Oct.14.*
  + *encourages companies that choose to comment on the crisis to issue similarly balanced statements and respect the full diversity of experiences and perspectives.*

*Thank you for your attention to this matter.*

***[SIGNATURE]***