

April 27–May 4 is the Days of Remembrance for victims of the Holocaust. We are giving you a valuable tool to share with all your employees as you continue their education in cultural competence. We are supplying a historic Timeline on the Holocaust and its impact on Jews, gay men and Roma gypsies, among other groups, as well as major human-rights atrocities in recent history.

This information should be distributed to your entire workforce and also can be used by your employee resource groups (religion, LGBT and all others) both internally and externally as a year-round educational tool.

Holocaust Days of Remembrance

For All Employees



1 HISTORIC TIMELINE

We recommend you start your employees' cultural-competence lesson on the Holocaust by using this historic Timeline, which documents the history of the Nazis and the Holocaust. It's important to note how many different people were persecuted and the magnitude of the genocide. .

???

Discussion Questions for Employees

» Why is it important to remember the Holocaust and other human-rights atrocities?

Given the current situation in Ukraine as well as other recent atrocities worldwide, such as Darfur, what can we learn from the actions of Nazi leaders and others during World War II? How can historic knowledge help us prevent discrimination and human-rights violations from occurring? How do those historic examples of discrimination carry over into the workplace?

» Philosopher George Santayana said, "Those who cannot remember the past are doomed to repeat it." Why is knowledge of historic atrocities important to employees, especially younger employees?

This is a personal discussion designed to help your employees understand how knowledge of historic issues, including groups of people who have been victimized, helps them better interface with clients, customers, suppliers and other employees.

» What role should companies take in fighting atrocities?

Corporate involvement in atrocities is not new. Some companies refused to do business in South Africa during the apartheid era and spoke out against it. In the United States, [General Motors and other companies](#) have strongly opposed bans on affirmative action. Most recently, [AT&T became the first](#) major corporation to oppose Soviet anti-gay policies during the Olympics. In the United States, other companies have spoken out and taken legal stands in [support of same-gender marriage](#).



2 COMMON QUESTIONS ABOUT THE HOLOCAUST

The United States Holocaust Memorial Museum has created a list of [frequently asked questions](#). You can share these with your employees and explain the significance of understanding this history.

Discussion Questions for Employees

» These questions include:

- Was Hitler solely responsible for the Holocaust?
- What happened if you disobeyed an order to participate in an atrocity?
- How did the United States know about the Holocaust and how did it respond?

» Other [guidelines for teaching](#) about the Holocaust include:

- Define the term “Holocaust.”
- Do not teach or imply that the Holocaust was inevitable.
- Avoid simple answers to complex questions.
- Avoid comparison of pain.
- Do not romanticize history.

» Guidelines for [teaching about genocide](#) include:

- Define the term “genocide.”
- Be wary of simplistic parallels to other genocides.
- Illustrate positive actions taken by nations and individuals in the face of genocide.



3 WORKPLACE ACTIONS

The roots of genocide start with discrimination and bias.

???

Discussion Questions for Employees

» **What role do you think the company should play when offensive comments occur?**

Have employees talk about under what circumstances they would report offensive comments and what they believe the company should do. See [Ask the White Guy: How Do You Respond to Offensive Language?](#)

» **After today's lesson, what would you do if you overheard a colleague make one of these comments?**

Continue the discussion with each employee having a plan of action on how to address offensive language.



NEXT MONTH

Veterans for all employees and Employee Resource Groups for employee-resource-group leaders and for D&I, HR, marketing and communications staff.

Timeline



1933

Jan. 30, 1933 Adolf Hitler is appointed Chancellor of Germany

March 13, 1933 Joseph Goebbels is named Minister of Propaganda

March 22, 1933 Dachau concentration camp is opened outside of Munich

March 23, 1933 German parliament gives Hitler dictatorial powers

April 1, 1933 Nazis organize nationwide boycott of Jewish businesses

April 7, 1933 Germany excludes Jews from all civil-service positions

April 26, 1933 Hermann Göring, who would later be named Hitler's successor, establishes the Gestapo

July 14, 1933 Germany establishes Nazi Party as sole legal political party

Aug. 2, 1934 Hitler becomes Führer

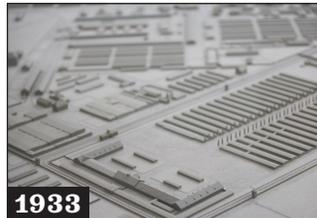
June 28, 1935 Ministry of Justice revises Paragraph 175, extending persecution of homosexuals

Sept. 15, 1935 Nuremberg Laws prohibit Jews from marrying Germans and denies them German citizenship

June 17, 1936 Heinrich Himmler is named Chief of German Police



1933



1933



1936



1940



1941

July 16, 1936 Police order arrest and forcible relocation of all Roma (Gypsies) in Berlin, a total of 600, to Marzahn labor camp

Aug. 1, 1936 Summer Olympics begin in Berlin

March 1938 Germany invades and annexes Austria

April 26, 1938 German government requires Jews to register assets over 5,000 Reichsmarks

Sept. 1, 1939 Germany invades Poland, starting World War II

May 20, 1940 Auschwitz concentration camp is opened in Poland

Oct. 12, 1940 Nazis establish Warsaw ghetto, largest of its kind

June 22, 1941 Germany invades the Soviet Union

July 6, 1941 Einsatzgruppen (mobile killing units) shoot 3,000 Jews in Kaunas in what is now Lithuania

Aug. 27-29, 1941 S.S. and police units kill 24,000 Jews in Ukraine

Sept. 28-29, 1941 Einsatzgruppen shoot 34,000 Jews outside Kiev in what is now Ukraine

Oct. 15, 1941 Himmler assigns Odilo Globocnik the task of implementing Operation Reinhard, the extermination of all Jews residing in German territory, leading to the construction of extermination camps

Nov. 7, 1941 Einsatzgruppen shoot 13,000 Jews outside Minsk in what is now Belarus

Nov. 30, 1941 Einsatzgruppen shoot 10,000 Jews in Riga in what is now Latvia

Timeline cont.

Jan. 16, 1942 Nazis begin deportation of 65,000 Jews from Lodz, outside Warsaw

Jan. 20, 1942 Reinhard Heydrich chairs Wannsee Conference, during which Nazis formalized "Final Solution" to exterminate Jews; Adolf Eichmann assumes responsibility for organizing mass deportations to extermination camps

March 27, 1942 Nazis begin deportation of 65,000 Jews from France

June 4, 1942 Heydrich dies one week after being shot by Czech Underground agents

July 15, 1942 Nazis begin deportation of 100,000 Jews from the Netherlands

July 22, 1942 Nazis begin deportation of 300,000 Jews from Warsaw ghetto

April 19, 1943 Beginning of month-long Warsaw ghetto uprising

May 1943 Dr. Joseph Mengele arrives at Auschwitz

Jan. 22, 1944 President Franklin D. Roosevelt issues executive order creating War Refugee Board, saving possibly 200,000 Jews

May 15, 1944 Nazis begin deportation of 440,000 Jews from Hungary

June 6, 1944 Allied forces storm Normandy, France, on D-Day

Jan. 27, 1945 Soviet forces liberate Auschwitz

April 29, 1945 U.S. forces liberate Dachau



April 30, 1945 Hitler commits suicide

May 8, 1945 V-E Day: Germany surrenders, after an estimated 6 million Jews were killed

May 23, 1945 Himmler commits suicide

Dec. 22, 1945 President Harry S. Truman issues directive giving preferential treatment to displaced persons for immigrant visas

1945-1946 Nuremberg Trials result in 18 Nazi leaders being convicted and 12 sentenced to death

Oct. 16, 1946 Göring commits suicide

May 14, 1948 U.S. recognizes the State of Israel

June 25, 1948 Displaced Persons Act grants visas to 400,000 displaced persons above quota restrictions; 80,000 of these visas go to Jews

May 11, 1960 Eichmann is captured in Argentina by the Mossad

May 31, 1962 Eichmann is executed in Israel

Facts & Figures

NUMBERS

9 million

Jews living in Europe in 1933

6 million

Jews killed by the Nazi regime during the Holocaust

200,000

Roma (Gypsies) killed by the Nazi regime during the Holocaust

200,000

People with disabilities killed by the Nazi regime during the Holocaust

2.5 million

Soviet prisoners of war who were murdered or died of starvation, disease, maltreatment or neglect

700,000

Jews who immigrated to Israel from 1948–1951



TARGETED GROUPS



Gay Men

Were considered weak and effeminate, unable to fight for the German nation, and unlikely to procreate and increase the German birthrate. Under Paragraph 175 of the criminal code, male homosexuality was illegal in Germany. The Nazis arrested an estimated 100,000 homosexual men, 50,000 of whom were imprisoned.

Between 5,000 and 15,000 gay men were interned in concentration camps in Nazi Germany. These prisoners were marked by pink triangle badges and, according to many survivor accounts, were among the most abused groups in the camps.

Romas (Gypsies)

Were considered to have alien blood, to be “work shy” and “asocial,” with an inherited inclination to engage in petty crime.

In 1942, 20,000 were deported to Auschwitz-Birkenau and killed in gas chambers. In Croatia 25,000 were killed, and in Romania, between 13,000 and 36,000 were killed.

Roma wore black triangular patches, the symbol for “asocials,” or green ones, the symbol for “professional” criminals.

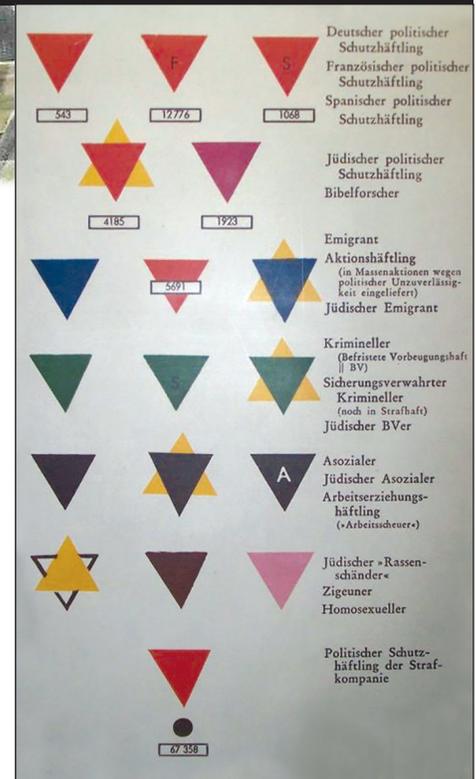
Poles, Slavs and Asiatics

Were considered racially inferior. Tens of thousands were murdered, including priests and intellectuals via AB-Aktion (Extraordinary Pacification Action). In 1942, 2 million Soviet soldiers were killed by criminal neglect—purposely withholding proper shelter, food and medicine.

Institutionalized People With Disabilities

Were considered a congenital threat to the master race. Euthanasia was implemented.

- 5,000 children were murdered in institutions throughout Germany and Austria.
- Operation T-4: 70,000 adults were murdered in multiple killing centers and concentration camps.
- 110,000 institutionalized adults with disabilities were murdered in Greater Germany via gas chambers, starvation, poisoning, lethal injection and deliberately untreated disease.



The colored badges used to identify prisoners in Nazi concentration camps.

OTHER GENOCIDES



A cemetery in Sarajevo, the capital of Bosnia and Herzegovina.

© PETER LANGER/PETER LANGER - ASSOCIATED MEDIA/DESIGN PICS/CORBIS

Bosnia and Herzegovina

During the conflict in Bosnia between 1992 and 1995, an estimated 100,000 people were killed, 80 percent of whom were Bosnian Muslims—known as Bosniaks. In July 1995, Bosnian Serb forces killed as many as 8,000 Bosniaks from Srebrenica. It was the largest massacre in Europe since the Holocaust.

Burma

Long considered one of the world’s most persecuted peoples, the Muslim Rohingya have no legal status in Burma and face severe discrimination, abuse and escalating violence.

Cambodia

Between 1975 and 1979, Cambodia’s Khmer Rouge subjected the country’s citizens to forced labor, persecution and

execution in the name of the regime’s ruthless agrarian ideology. Almost 2 million Cambodians—approximately one-third of the population—died in the “Killing Fields.”

Democratic Republic of the Congo

Over the last two decades, more than 5 million civilians have died in the Democratic Republic of the Congo in a succession of complex wars and conflicts. Most have died from preventable diseases as a result of the collapse of infrastructure, lack of food and healthcare, and displacement.

Rwanda

In just 100 days, from April to July 1994, between 500,000 and 1 million Rwandans, predominantly Tutsis, were massacred when a Hutu-extremist-led government launched a plan to wipe out the country’s

entire Tutsi minority and any others who opposed their policies.

Sudan and South Sudan

Since the 1950s, the Arab-dominated government of Sudan has tried to impose its control on African minorities on the country’s periphery. More than 2.5 million civilians have been killed in a succession of brutal conflicts—between north and south, in Darfur in the west, and in other regions.

Syria

Since its outbreak in April 2011, the conflict in Syria has already cost well over 100,000 lives, displaced millions, and involved numerous atrocities and crimes against humanity. Its increasing sectarian nature puts certain regions and peoples at risk of genocide.

Source: United States Holocaust Memorial Museum