



Jewish Multiracial Network  
 c/o The Shalom Center  
 6711 Lincoln Drive  
 Philadelphia, PA 19119

**HOW INCLUSIVE ARE YOU?  
 ORGANIZATIONAL ASSESSMENT  
 for Jewish social justice  
 organizations**

At the Jewish Multiracial Network, we like to consider “inclusivity” a verb. Being truly inclusive of Jewish multiracial families and Jews of Color requires conscious action and sensitivity. When seeking to increase your organization’s inclusivity, it is critical to first understand how welcoming your organization currently is and determine concrete areas where there could be improvement. Whether your organization has already taken steps to become more welcoming or your organization has not previously considered the concept of Jewish diversity; the following checklist is designed to serve as a tool for assessing the current inclusiveness of your organization.

**The below list is not meant to provide a formulaic solution to the issue of inclusion at your organization.** It is instead intended to give your organization a specific tool to determine what existing welcoming initiatives your organization already has and to determine actionable and measurable goals for the future.

This list was created by Jewish Multiracial Network, and slightly adapted (with permission) by the Jewish Social Justice Roundtable to apply to different Jewish organizations.

Inclusivity Measure	YES	NO
Jews of Color make up an integral part of your community by participating in <b>and planning programming</b> .		
Jews of Color make up an integral part of your community by serving on committees.		
Programming does not perpetuate the perception that people of color only exist as external to the Jewish community.		
If applicable, programs or events for or about Jews of Color are not relegated to MLK weekend, Black History Month, or a “Diversity Week.”		
Racially and ethnically diverse Jews are represented in the visual images your institution displays on its walls.		
Education for both adults and children includes a significant amount of material by People of Color and Jews of Color.		
<b>Your organizations’ leadership and staff</b> consistently work to understand the varied narratives that Jews of Color may hold.		
Jews of Color are staff and/or on the board of directors at your organization.		

Inclusivity Measure	YES	NO
Your organization takes proactive steps to promote a diverse pool of candidates in its hiring, recruiting, retention, and promotion.		
Staff, board members, and lay leaders have significant education and knowledge about the multiracial and multiethnic history and nature of the Jewish community.		
Staff and board members consistently work to be familiar with challenges Jews of Color may face.		
Staff, clergy, and organization leaders consistently work to be aware of the challenges multiracial Jewish families may face.		
Jews of Color and multiracial Jewish families feel no barriers to their religious, educational, and social participation at your institution.		
There is a committee, staff member, or group specifically charged with addressing issues of inclusion in your institution. This committee, staff member, or group has dedicated <b>resources</b> and accountability structures to carry out the institution's inclusion strategy.		
Staff, clergy, and organization members consistently work to be familiar with challenges Jewish adoptees of Color face, if applicable.		
There are statements about inclusion in all advertising/marketing materials.		
Jews of Color are represented in institutional publications.		
The diversity of Jewish practices is represented in prayer services, classes, and materials for holidays and Shabbat, if applicable.		
Language used in publications and advertisements reflects the multiracial and multiethnic nature of the Jewish community.		
Jews of Color are provided with pathways to leadership as well as access to leadership training and professional development.		
Security staff has been properly trained to expect and welcome people of color at your institution and does not treat them as particular targets of suspicion, if applicable.		
Lay leaders, welcoming committees, and/or entry volunteers at institutional events have been properly trained to expect and welcome People of Color at your institution, when applicable.		
Jews of Color who attend institutional events and/or programming are unquestionably and warmly welcomed as fellow participants and not only observers.		
<b>When your institution sends invitations for an event/program, Jews of Color are on the list.</b>		
Organizational staff (including clergy) and lay leaders have received diversity training that focuses on issues of racial and ethnic diversity.		
Your organization provides opportunities for members to participate in diversity trainings.		
Your institution provides space and opportunity for Jews Of Color to raise concerns. There is a key staff person who is tasked with following up on any concerns expressed.		
<b>Your institution hosts discussions about racial justice, racial inequality, and systemic oppression. Institutional priorities and/or policies were changed after these conversations.</b>		

Inclusivity Measure	YES	NO
There are accountability procedures to ensure policies and/or goals around inclusion are implemented.		
Your organization has a staff person, or clergy member who checks in regularly with Jews of Color or that has been identified for Jews of Color can reach out to, to discuss concerns, issues, or to provide suggestions.		
Your organization views the inclusion of Jews of Color as a significant institutional priority.		
When current events take place that particularly impact Jews of Color, your synagogue or institution issues a statement condemning or responding to such acts.		
Leadership at your institution or organization works as a team to address issues of racial bias and inclusion and does not result in Jews of Color shouldering the burden alone.		
<b>Discussions consciously include how diverse staff, lay leadership, members, or program participants may be affected by any decision, program or, policy being considered.</b>		
Your organization is working to build significant and sustained relationships with institutions, congregations, and/or organizations led by People of Color.		
Your institution employs a business strategy that ensures a diverse supplier base in the procurement of goods and services.		