

EXECUTIVE SUMMARY

DEI @ CBH

Diversity, Equity, and Inclusion at Congregation Bet Haverim

A Closer Look – Spring 2022

The following report represents a 16-month endeavor by the Diversity, Inclusion, and Equity (DEI) Working Group to assess the CBH environment and campus through a DEI lens, with the purpose to bring the results to the attention of CBH leadership to enhance the inclusiveness of its partners and visitors. This work was carried out by using URJ Guidelines and Material from their Audacious Hospitality program. Audacious Hospitality is the Reform Jewish Movement's focused effort on Racial Equity, Diversity, and Inclusion (REDI) work. This project focused on four subgroups of the Jewish community - Interfaith Families, LBGTQQ members, Jews of Color, Jews with Disabilities, - as well as the overall practice of 'Audacious Hospitality' (going beyond mere welcoming of the Jewish Diaspora at CBH). This report represents the combined results of the "Self-Audit" with respect to DEI efforts at CBH.

For simplicity, the DEI@CBH Working Group recommends that CBH...

- Publicly endorse and publish a DEI statement, committing CBS to these URJ DEI values.
- Create a Board Committee, DEI @ CBH Committee, to oversee the implementation of recommendations, provided in this report.
- Support creation of a CBH partner database with an eye to maintaining privacy while gaining a clearer view of who is CBH, so we can see our partners more clearly.
- Support creation of a Communications/Outreach Coordinator staff position to help coordinate how partners and CBH communicate with each other, other Jewish organizations and the community at large.
- Create a Library /Books Working Group to manage our current book and resource collections.
- Update all printed/text/visual forms and materials to be gender neutral and inclusive.
- Create an Event Checklist that provides consistent reminders to program leaders, with an eye to DEI.

We propose that the first two items on the above list be voted on promptly by the Board, so that the remainder of the work can begin. This includes the set-up of a DEI committee and the adoption of a "CBH DEI Statement" that can be published and placed on the CBH Website and related locations. While this report contains many suggestions, we propose the DEI Committee use this report as a guide to implement the reforms suggested, within the structure of CBH. By establishing the DEI Committee, the Board will send a strong signal to our community that these issues are important to us, and everyone's voice shall be heard. We suggest that, initially, this DEI committee be Chaired by Cynthia Goldberg and have Mitch Singer as the Board Liaison. Other members of this small committee will be selected from all CBH partners expressing interest in this ongoing DEI work.