



Diversity, Equity, and Inclusion Committee Structure

JANUARY 2021

| Committee | Role |
|---|---|
| <p>Staff DEI Committee</p> <ul style="list-style-type: none"> ● Chair: Rabbi Shuli Passow ● Nick Arroyos, Advancement ● Rachel Barnehama, Family Life and Learning ● Denisha Green, Finance ● Cantor David Mintz, Center for Prayer and Spirituality ● Sarah Rosenthal, Community Engagement and the Jewish Home Project ● Larissa Wohl, Community Engagement | <ul style="list-style-type: none"> ● Engage full staff in learning and reflecting on DEI concepts and behaviors ● Serve as ambassadors and role models of the culture we aim to create within the staff ● Identify opportunities for BJ to improve its DEI efforts with regard to the staff, and collaborate as appropriate with BJ leadership and other DEI Committees to address |
| <p>BJ Board DEI Committee</p> <ul style="list-style-type: none"> ● Chair: Lisa Mednick Owen ● Bradley Abelow ● Steve Koppel ● Julie Kowitz Margolies ● Suzanne Schechter ● Gideon Taylor ● Margie Vandow ● Paula Kramer Weiss | <ul style="list-style-type: none"> ● Develop strategy for engaging full board in DEI work, including educating board on DEI concepts and behaviors ● Identify DEI goals for the board, in concert with other committees ● Serve as ambassadors for the culture that we aim to develop at BJ |

| Committee | Role |
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| <p>Community DEI committee (formerly Race and Us Steering Committee)</p> <ul style="list-style-type: none"> • Chairs: Nilda Torres Dicker and Julie Kowitz Margolies • Vicki Abrams • Martha Ackelsberg • Ellen Bender • Ted Berger • Ryan Brenner • Thuythi Daily • Debra Kalmuss • Carmen Keels • Lisa Mednick Owen • Rabbi Shuli Passow • Judith Plaskow • Suzanne Schecter • Eliana Slurzberg • Lucy Slurzberg • Rabbi Felicia Sol • Paula Kramer Weiss • Mike Witman • Larissa Wohl • Ira Wolfman | <ul style="list-style-type: none"> • Identify strategies to bring the work of DEI out to the broader BJ community in order to build a more equitable culture at in the BJ community • Serve as ambassadors for BJ's DEI work and engage networks in programming and learning opportunities • Shape and shepherd work of specific action teams, together with other DEI committees |
| <p>BJ/SPSA Racial Justice Task Force</p> <ul style="list-style-type: none"> • Chairs: Martha Ackelsberg (BJ) and Jim Melchiorre (SPSA) | <ul style="list-style-type: none"> • Work in partnership with the Alliance of Families for Justice to support their campaigns and engagement efforts of formerly incarcerated, and families of incarcerated individuals. • Identify ways for BJ and SPSA members to get involved and take action |

IDENTIFIED SUBCOMMITTEES FOR 2020-2021

| Subcommittee | Role |
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| <p>Safety and Security</p> <ul style="list-style-type: none"> ● Chair: Steve Koppel ● Ellen Bender ● Chris Falkenberg ● Joanna Samuels ● Gideon Taylor <p><i>*In formation</i></p> | <ul style="list-style-type: none"> ● Reviewing BJ's security practices: look at the assumptions that are driving our security decision making, including exploring what security means for the range of members and staff of BJ, as well as all people who may enter our building, and how best to ensure a secure environment in a way that is welcoming and inclusive. ● Convene community conversations and educational programs on topics of safety and security ● Work with board and staff leadership to develop/modify BJ's policies and communications related to these topics |
| <p>Community Programming and Education</p> <ul style="list-style-type: none"> ● Chairs: Martha Ackelsberg, Debra Kalmuss, Judith Plaskow ● Ellen Bender ● Nilda Torres Dicker ● Julie Kowitz Margolies ● Paula Kramer Weiss ● Larissa Wohl ● Ira Wolfman | <ul style="list-style-type: none"> ● Shape and shepherd community educational programming such as workshops, panels, and small groups, including <ul style="list-style-type: none"> ○ Piloting various curricula and pedagogical approaches ○ Targeted engagement of specific constituencies within the BJ community ○ Educational efforts on Black Lives Matter ○ Educational efforts on racial and ethnic diversity of the Jewish people ○ Educational programming on history and present day realities of racism in America |
| <p>Diversifying Recruitment and Retention of Professional Staff</p> <ul style="list-style-type: none"> ● Chair: Dale Bernstein ● Denisha Green <p><i>*In formation</i></p> | <ul style="list-style-type: none"> ● Review BJ's paths to hiring and retaining staff through a DEI lens ● Research best practices in the non-profit and Jewish non-profit sectors ● Develop recommendations for explicitly inclusive recruitment, hiring, and retention policies and practices |