



OVERVIEW

The Jewish Federations of North America (JFNA) is the umbrella organization for 146 Jewish Federations, 125 Jewish Community Relations Councils, & 300 network communities. By leading a continental response to disasters and crises, and providing rapid assistance to build and support flourishing Jewish communities in North America and through our historic partners, around the globe, and by serving Jewish day schools, synagogues, Hillels, camps, JCCs and human service providers, Jewish Federations are poised to reimagine what a flourishing Jewish community looks like for the 21st century.

In the past American Jews have played critical roles in fighting for racial and social justice and equity. We are best equipped and responsible as the most socially diverse people on planet earth to address the moral reckonings of the 21st century.

That is why, in the wake of America's most recent racial justice reckoning of 2020, JFNA, expressed by President and CEO, Eric Fingerhut and Former Chair of the board, Mark Wilf, made a commitment to advance long-term and sustainable models for creating a culture of belonging for all Jews and our loved ones, and mitigating the social disparities among diversified identities, in the Jewish community and in broader society. In undertaking this initiative, the leadership of the Jewish Federations of North America were guided by three principles:

First, our approach would be guided by and infused at every step of the way by deep Jewish learning, [Jewish Values](#), text, and tradition. **Second**, understanding that the subject matter was complex and would take time to address, we committed to working on this issue for the long term, seeing it as critical to the ongoing success of our efforts to build and sustain flourishing Jewish life. **Third**, knowing that the subject of equity, diversity and inclusion was adding to the polarization of our society as a whole, we would work to be a unifying force for the Jewish community, and, to the extent possible, to the broader communities in which we live. We focus on education, engagement, and work to empower our leadership to navigate the culture wars of our generation with integrity.

After conducting a landscape analysis, JEDI has identified seven [challenges / opportunities](#) and [JEDI's Strategic Framework](#) for JEDI so that our communities can rise above the complex challenges facing Jewish life and democracy, and feel well-equipped to address the greatest moral reckonings found in institutional hatred of the past and the ideological culture wars of our present.

OUR MISSION

Jewish Federations' JEDI Initiative for Jewish Equity, Diversity, and Inclusion supports the Jewish communal ecosystem in creating a culture of belonging for all Jews and their loved ones, while building bridges across socially and culturally diverse communities.

Our aim is to mobilize a system-wide effort to advance a transformation in the American consciousness, centering social/racial justice, equity, diversity and inclusion with a Jewish lens amidst political divides.

WHO WE SERVE

JEDI's core audience is Jewish Federations, Jewish Community Relations Councils and our related national-local agencies in Jewish life and in broader society. We work with Jewish professionals and lay leaders of all identities.

THEORY OF CHANGE & VALUES

We ground our theory of change in Jewish values and the 2000 year old rabbinic teaching of our three core ongoing relationships: self, community, and broader society. [Learn more.](#)

HOW WE MEASURE CHANGE + IMPACT TO DATE

We measure change in three impact areas of education, engagement and empowerment, or "The Three Es" in each of those areas our success measures include Recruitment, Relevance, Relationships, and Retention, or "The Four Rs." Contact us to learn more.

JFNA INTERNAL CAPACITY BUILDING

JEDI's success is interconnected to each of JFNA's departments to ensure JEDI's programs and priorities are integrated across the entire organization affecting collective impact and culture change. See here. Together with our colleagues, JEDI increases individual and organizational capacity to collectively build flourishing Jewish life and civil society. Contact us to learn more.

JEDI Training Curricula + Best Practices

- **Leadership Curriculum:** Trains leaders to strengthen key [leadership competencies](#) relating to identity, belonging and sustaining authentic relationships.
- **Curriculum on Race:** Serves as a baseline of knowledge and shared language on racial justice and equity in Jewish life and broader society for lay and professional Jewish leadership. [See here.](#)
- **Community Toolkits, Best Practices + Resources:** JEDI has created toolkits and compiled best practices to support Jewish life on issues relating to belonging and identity politics. See addendum below.

Learning Circles, Cohorts + Convened Groups

- **Learning Circles On Race:** We aim to train thousands of Jewish professionals and lay leaders annually with JEDI learning circles with our various curricula. To date, 5 Jewish Federations/CRCs have launched learning circles to train their staff and boards, and Jewish Federations' National Young Leadership Cabinet with a group of 20 lay leaders.
- **Facilitator Training Cohorts:** To (co)facilitate learner circles in local communities across North America, JFNA's JEDI Initiatives works with expert JEDI practitioners to plan and implement learning circles for the curriculum on race.
- **JEDI Community Leadership Cohorts:** The JEDI Federation/CRC Cohort is a year-long immersive experience for Jewish lay and professional leaders to deepen leadership skills, knowledge and understanding of issues relating to racial/social justice and equity, belonging and Jewish equity, diversity, and inclusion (JEDI). [Learn more.](#)
- **JEDI Professional Working Group + Roundtable of Organizations:** The JEDI Professional Working Group provides mutual support and collaboration across North America to Jewish professionals with JEDI in their work portfolios.
- **JEDI Committee:** JEDI Committee serves as ambassadors for JEDI's mission, and provides guidance, strategic direction and support to strengthen the core pillars of education, engagement and empowerment

INCLUSIVE LEADERSHIP PIPELINE FOR JEWISH COMMUNAL LIFE

Our socially and culturally diverse community programs, professional and volunteer working groups, missions and coalitions provide diversified access points (pipeline) into organized Jewish life. There are 10 Identity groups that Jewish Federations' aim to increase representation among lay and professional roles. Our inclusive leadership pipeline is achievable by building a community network of support and empowering and strengthening leadership and organizations that serve these identity groups. See [here](#).

1. **RACE + ETHNICITY: JEWISH PEOPLE OF COLOR (JOC):** People who identify as Black, African, Latin, Asian, indigenous and non-European (white) or a combination of any.
2. **LGBTQ+ (CHODESHIM):** People who identify as lesbian, gay, bi-sexual, transgender or queer.
3. **JEWISH RELIGIOUS AFFILIATION:** for those identified as Orthodox, Conservative, Reform, Reconstruction, Renewal, Egalitarian, Post Denominational, Unaffiliated, or Secular.
4. **DISABILITIES:** For people who identify as someone with a disability. Visible or invisible.
5. **GENDER:** People who identify as male, female, non-binary, or trans. Though every gender identity requires support to belong, global society continues to oppress by gender.
6. **MULTIFAITH:** People who identify with a religion other than, or in addition to Judaism, or no faith group but different spiritual religious expressions.
7. **NON-ENGLISH NATIVE:** For people who identify as non-native English speakers, such as Russian, Spanish and speakers of other languages.
8. **AGE:** Age discrimination and those underrepresented age groups in organized Jewish life, namely, teenagers, Gen Z, Millennials, Older - Boomers and Greatest Gen.
9. **ECONOMIC & FINANCIAL VULNERABILITY:** Respecting the varying ranges of socio economic status and the impacts on participation in Jewish communal life.
10. **MENTAL + PHYSICAL HEALTH:** For those who struggle with mental or physical health and are healing from traumatic events.
11. **???** We acknowledge that many identities are not listed and that all of our identities interconnect with one another.

Affinity-Based Community Networks, Resource Groups + Missions

Our community network on racial + ethnic identity is Moed, JFNA's first program ever to be founded and led by Jewish People of color. JEDI also co-founded and serves as fiscal sponsor for Kamochah, the only JEDI based organization in Orthodox Jewish life. Similarly, Chodeshim is JEDI's LGBTQ+ community network. Through missions, fellowships, and local chapters, our diverse and intersecting community networks strengthen JEDI's work in Jewish communal life and broader society.

Philanthropy

Jewish Federation system is dramatically increasing its JEDI efforts to ensure that our Federations and Jewish communal partners can sustain ongoing work, centering belonging as the primary Jewish engagement strategy for the 21st century.

JFNA drives Jewish philanthropy with a JEDI lens, working together in concert with leading philanthropies and family foundations in Jewish life, we will work to ensure there is adequate funding sources to help support racial and social equity, e.g., historically underrepresented led organizations and programs, subsidizing anyone looking to attend Jewish Federation and adjacent programming and providing need-based tzedakah people in need. Such a fund would help with food, school, housing and beyond.

Civil Responsibility

Jewish Federations Public Affairs team seek to build civic partnerships for combating antisemitism and racism, creating strong, Black-Jewish, Black and Jewish, relationships across racial and religious divides. With the partnership of Community Relations Councils (CRC), and relevant leadership around the country, JEDI works closely with JFNA's Public Affairs department to help shape and advance JFNA public policy priorities with an racial justice and equity lens as a model for Jewish communal life what it means to partner with other minority groups and those historically targeted by hate groups.

Community Safety and Belonging

JEDI Livesecure: Not only is it important to consider aspects of JEDI and belonging when implementing safety and security initiatives with LiveSecure, but also when considering how we show up as authentic allies for all who are at risk of attack because of who they are.

JEDI Combatting Antisemitism, Racism and All Forms of Hate: Together with our partners, we strengthen Jewish communal resilience to effectively respond to civil unrest, antisemitism, racism, identity politics, by providing tools, best practices, and resources.