



JSSA'S RACIAL JUSTICE ACCOUNTABILITY STATEMENT

We acknowledge that systemic oppression, such as anti-Semitism, racism, able-ism, sexism, and other identity-based prejudices, have created unequal opportunities and outcomes for members of marginalized groups in this country. We understand that oppressive social patterns cause trauma, which, in turn, can affect an individual's physical health, mental health, success in school, access to opportunities at work, ability to become financially secure, and more.

In keeping with the Jewish value of Tikkun Olam, which describes JSSA's duty to "repair" what is broken in our world, we commit to addressing inequities our clients may face because of systemic bias and acts of oppression. We aim to improve their chance of achieving a state of better health and wellness and pursuing their dreams.

The following are our commitments toward Diversity, Equity, and Inclusion –

- ***We strongly affirm the value of inclusivity in all areas of life and commit to being an increasingly inclusive and affirming environment for all.***
- ***We commit to eliminating any discrimination or bias within our organization.***
- ***We commit to serving our clients and treating our employees with compassion, respect, dignity, cultural humility (willingness to learn), and sensitivity.***
- ***We commit to continue to listen to stories from clients and employees about hurts and harms, to engage without bias, and to call out injustices, large and small.***
- ***We commit to investing in our internal capacity.***
- ***We commit to holding ourselves accountable by engaging in a process of learning and change when mistakes or missteps happen.***

We know we will not be perfect in this endeavor and will make mistakes on our journey to become a more equitable and inclusive organization. We vow to hold ourselves accountable and remain steadfast in our commitment to learn and improve. At JSSA, if you do not find a welcoming, inclusive, fair, and supportive place, or if one of us commits an insensitive act, you have the right to complain and bring it to our attention without fear of retribution. Please contact Kiran Dixit, Director, Inclusion and Learning at kdixit@jssa.org.

The richness and diversity of our community is a strength. In supporting it, we will strengthen all in our community.



MORE ON HOW JSSA WILL FULFILL THE DEI COMMITMENTS

We commit to being an increasingly inclusive and affirming environment for all, strongly affirming the value of inclusivity in all areas of life. In all our programs, we are committed to educating and providing services in a way that removes barriers and ensures a sense of belonging of our diverse community.

We commit to eliminating any discrimination or bias within our organization. We understand that to become a fully diverse, equitable, and inclusive organization, we must start from the inside out. With the help of DEI professionals, we are training all levels of staff and our Board in DEI to become more inclusive and equitable. We aim to create an open environment in which deeper relationships can grow between diverse members, one in which opinions, ideas, and feelings can be freely exchanged without fear of judgment or ostracism. We aspire to create an environment where staff will work respectfully to avoid and reduce the harm footprint in our multicultural organization. A Change Team has been created, consisting of diverse staff members. This Team is an advisory group that provides support and makes recommendations and suggestions to oversee and guide our DEI initiative.

We commit to serving our clients and treating our employees with compassion, respect, dignity, cultural humility (willingness to learn), and sensitivity. We also recognize that JSSA comprises remarkable but imperfect people, even within our warm and inviting surroundings. We hope that we can ensure that JSSA encourages meaningful participation that includes cultural awareness and a growth mindset. *We remain committed to learn from and listen to our clients, colleagues, partners, and others while being aware of our possible biases.* And when we don't, because sometimes we won't, we're prepared to learn, by remaining curious, by challenging ourselves to improve, and by embodying the values, we strive to champion.

We commit to continue to listen to stories from clients and employees about hurts and harms, to engage with clients and employees without bias, and to call out injustices, large and small. We commit to promoting resiliency and using a trauma-informed approach to engage with all that is a part of JSSA.

We commit to investing in our internal capacity. We will continue to examine and develop/refine needed organizational policies and practices to be more open and allow people to bring their authentic selves to work. This is a process; work continues to evolve. There is no endpoint to being a just organization. We will struggle and learn, and when we miss the mark, we invite partners, staff, board, and