



NETWORK
of Jewish Human
Service Agencies

VISION

NJHSA
Annual Conference

2020

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Diversity, Equity & Belonging in the Age of COVID-19





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Highlights of Our Brave Discussion

- WHAT'S DIVERSITY & WHY IT MATTERS
- IMPACTS AND RESPONSES TO COVID-19
- DIY – DEI
- Q&A

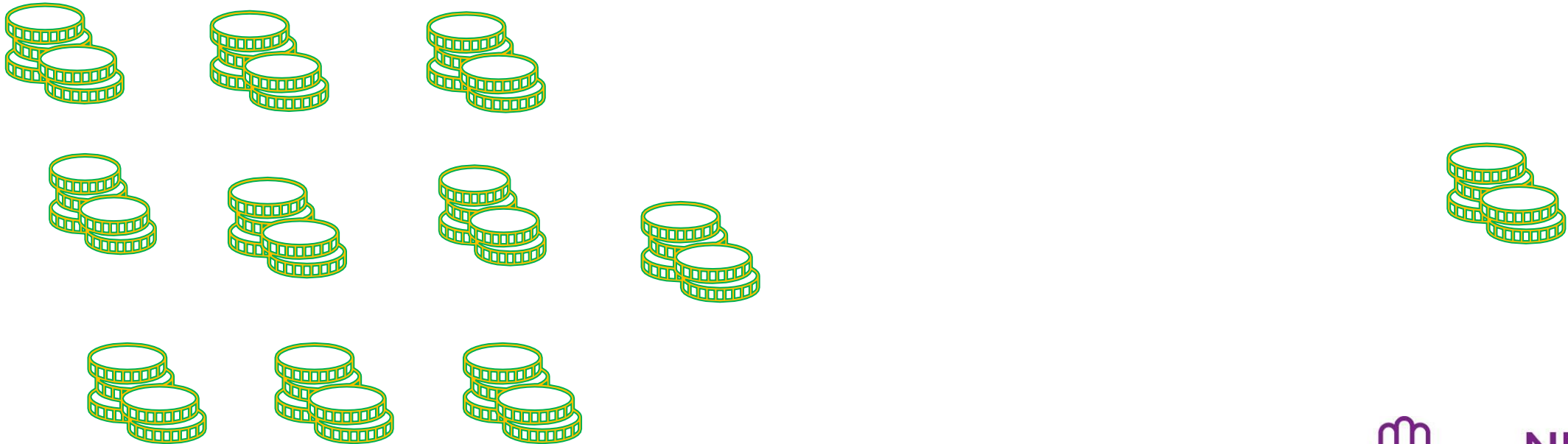


PRE - COVID DISPARITIES SHINE THROUGH



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African Americans comprise 13% of the nation's population and 33% of patients hospitalized with the illness nationwide.



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IMPACTS OF COVID



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Public	Private	Nonprofit	Individuals	Society
Frontline Workers, Essential Workers, Rising Unemployment, Stock Market Crash Panic Shopping	Quick Pivots, Closures, Loss Of Revenue, Commercialization of COVID	Increase In Need, Decrease In Funding, Hard To Find Volunteers, Holding On To Key Staff	Less Individualism, Mental Health, Financial Uncertainty Unemployment,	Psychological Shock & Cognitive Dissonance, Denial, Anger, Bargaining, Depression And Acceptance

RESPONSES TO COVID

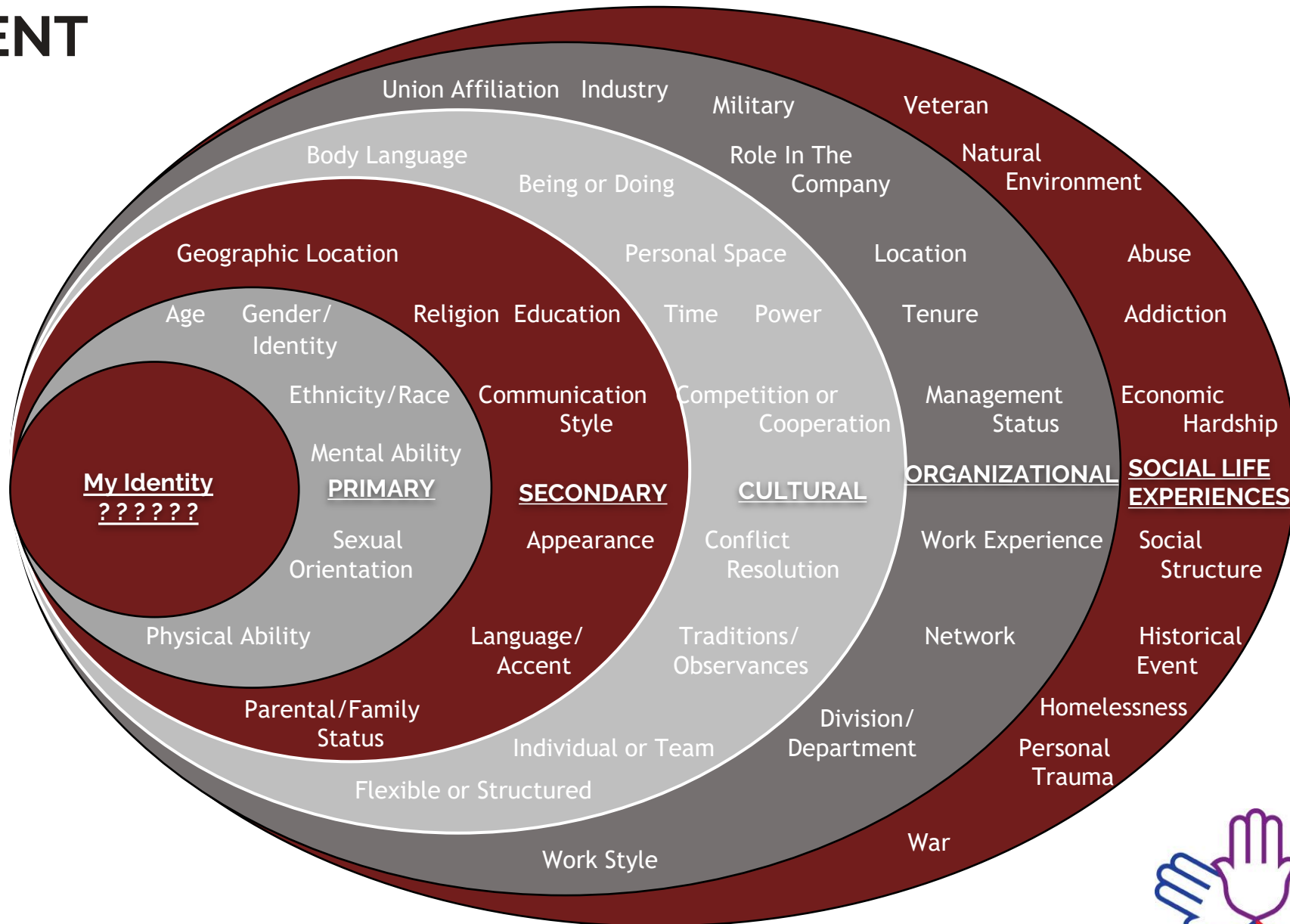


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Public	Private	Nonprofit	Individuals	Society
Stimulus, Communication, Information	SBA Loans Federal stimulus, Gave to the community	Funding redirected, Scaling with speed, Applied for grants	Made Mask Quality Time, working from home	Hope, faith, & community, Decline In Polarization, “Political Shock Wave”, Faith In Serious Experts

DEI AWARENESS RECOGNIZES ALL THE WAYS WE ARE DIFFERENT

Core Identity
Complex
Intersectionality
Conflict
Non- Binary



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The part of my identity that....



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...I am most aware of _____

...I am the least aware of _____

...was most emphasized when I was growing up

...I wish I knew more about _____

...I feel proud of _____

....I would like to talk about the most _____



Jewish Identity



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- ❖ **Invisible Minority-** Jewish identities have been left out of the multicultural equation.
- ❖ **Who Are You?** Throughout history oppressors have discounted and overlooked Jewish Identity.
- ❖ **Dilemma** - simultaneously insiders and outsiders, both victims of and members of a privileged class



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Tips for DEI in the AGE of COVID

1. Make your commitment known
2. Contribute to the cradle-to-career pipeline
3. Leverage the under-employed and long-term unemployed
4. Grow businesses and wealth in communities of color
5. Partner across Sectors for a holistic approach to solving community challenges



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Representation is a
measure of diversity; the
employee experience is
a measure of inclusion.

Diversity Pulse Check



- Do your demographics reflect the community you serve? If not, do we have a plan in place to make the necessary adjustments?
- Are your supervisors, managers, and executives equipped with cultural competency and conflict resolution skills.
- Can qualified applicants of diverse backgrounds look at your organization, and see evidence that they can expect to ascend to the levels of leadership if they do well?
- Are there certain departments within our organization that appear to be off-limits to certain groups of people?
- Would the supervisors, managers, and executives of my organization feel comfortable in an environment where they were not a member of the majority group?
- Is the turnover rate for people of diverse backgrounds significantly higher than that of your employees in the majority group?
- Do minority group members feel free to be risk-takers? Or do they feel that they will be judged by a different standard if they fail?
- Do the people who ascend to the highest levels of management within my organization tend to be a fairly homogeneous group?
- Does your organizational demographics reflect that of today's America?
- Can you say with confidence that the average person of color would probably feel more comfortable, welcome, and affirmed working for my organization versus a similar organization.



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Upcoming Vision 2020 Offerings

Vision 2020: Making an Impact Beyond Direct Service - NJHSA Pillar Advocacy Award Winner (JFCS Boston)

JF&CS Boston has created an infrastructure to support expanded participation in advocacy efforts and policies that have the potential to help clients served by their agency. This has been a staff driven effort and has grown from the commitment and engagement of staff across the agency. This may be a model for other agencies for replication because there were no increased costs associated with these efforts. In simple terms JF&CS Boston is involved in advocacy in the following ways:

- Oppose rules that would cause harm or negatively impact our clients
- Advocate for policies that are in the best interest of our clients
- Partner with local advocacy groups on matters related to our programs

https://us02web.zoom.us/webinar/register/WN_VFxlqn0wQzOcNXhwBCziZQ

Vision 2020 Plenary: Poverty in the US and implications of COVID-19 in developing and delivering innovative service responses

Join Network colleagues for “Poverty in the US and Implications of COVID-19 in Developing & Delivering Innovative Service Responses,” an update on the efforts of three NJHSA member agency teams which are eagerly attacking the challenges of developing a successful roadmap for their high impact and sustainable solutions to Jewish poverty.

The Intensive Incubation Program of the NJHSA Jewish Poverty Challenge, an initiative of the Network’s Center for Innovation & Research, is completing year one with three deserving agency teams who are eagerly attacking the challenges of developing a successful roadmap for their high impact and sustainable solutions to Jewish poverty.

Presenters: Professor H. Luke Shaefer, the inaugural director of Poverty Solutions at University of Michigan, will begin by sharing his research on poverty and social welfare policy in the United States, which has been published in top peer-reviewed academic journals in the fields of public policy, social work, public health, health services research, and history. After he fields questions we’ll dive into a facilitated conversation led by StartCo President Andre Fowlkes with representatives from the three winning NJHSA agencies/communities: JFS Columbus; JFS Detroit, JVS Human Services, Detroit, Yad Ezra; JFCS Philadelphia.

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THANK YOU

TAKE YOUR FIRST BRAVE, BOLD STEPS
TOWARDS INCLUSION, BY MAKING A
COMMITMENT