



**NETWORK**  
of Jewish Human  
Service Agencies



**Welcome the stranger.  
Protect the refugee.**

# **NJHSA DEIJ Survey Analysis and Takeaways**

# Survey overview

- 53 total respondents, 86% of whom were from the United States
- Survey sent to approximately 130 agencies
- 40% response rate
- Agency staff size ranges from 3-700 individuals (average: 125)
- Average agency budget is \$11.2 million
- Local Jewish federations fund about 10% of agency budgets (on average)
- Local, state, and federal governments fund about 30% of agency budgets (on average)

# Staff diversity

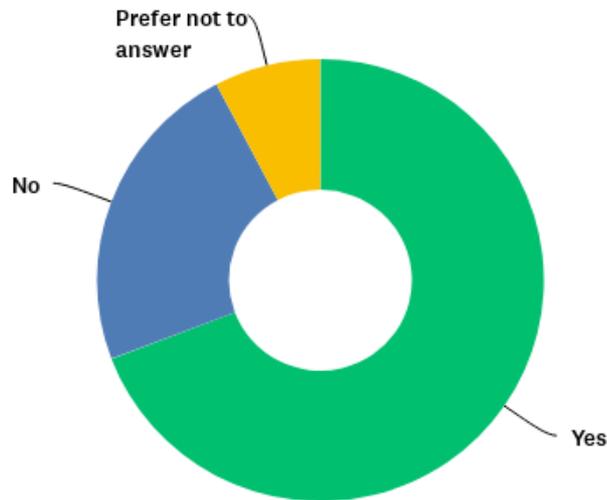
- On average, agency staff are identified as about 81% female, 18% male, and <1% gender-non-confirming
- 25% of agencies shared information on staff orientation; of these, about 5% of staff on average identify as LGBTQ
- On average agency staff are
  - 72.51% White
  - 15.13% African American
  - 5.06% Latinx
  - 1.79% Asian-Pacific Islander
  - 1.59% identifying as being two or more races
  - 1.84% identifying as “other”

# Satisfaction with staff and client agency diversity

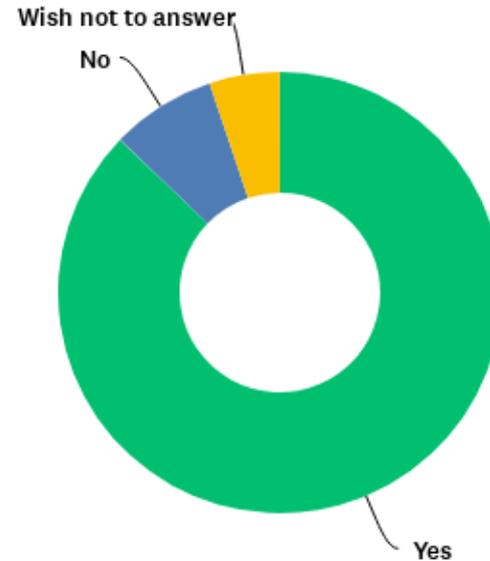
- Over 55% of agencies do not feel that they have a sufficiently diverse staff
- 65% of agencies are working to diversify recruitment
- 69.23% of respondents feel comfortable with the client diversity of their agency
- 87.18% of respondents engage in efforts to facilitate increased client diversity for their agency

# Efforts to increase client diversity

*Do you feel comfortable with the client diversity of your agency?*



*Do you engage in efforts to facilitate increased client diversity for your agency?*

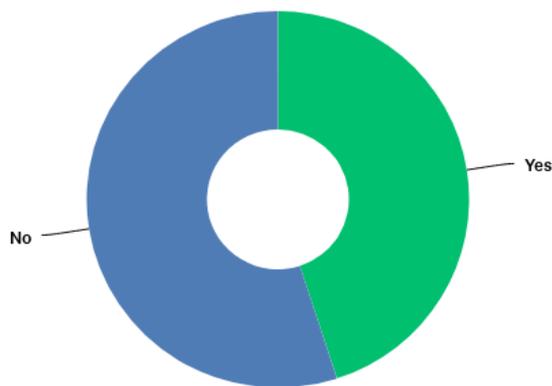


Answer choices	Responses
Yes	69.23%- 27 responses
No	23.08%- 9 responses
Prefer not to say	7.69%- 3 responses
Total	39

Answer choices	Responses
Yes	87.18%- 34 responses
No	7.69%- 3 responses
Prefer not to say	5.13%- 2 responses
Total	39

# Efforts to increase staff diversity

***Do you feel your agency is reflective overall of a diverse staff?***



Answer choices	Responses
No	55%- 22 responses
Yes	45%- 18 responses
Total	40

***What efforts have you taken in recent years to increase the diversity of your staff?***

*(82% responding)*

- 65% of agencies working to diversify recruitment
  - Mechanisms: recruiting from or to reflect client communities, partnerships with diverse/BIPOC institutions; using recruitment networks/platforms targeting BIPOC communities
  - Some have general plan or willingness to diversify but did not indicate specific channels
- 16% of respondents indicate a DEIJ initiative (or position) at their agency

# Management diversity

- 21.35% male, 78.65% female
- On average agency management are
  - 85.36% White
  - 4.85% African American
  - 2.14% Latinx
  - 2.77% Asian-Pacific Islander
  - 1.24% identifying as being two or more races
  - 0.75% identifying as “other”
- 76.32% of respondents do NOT feel that their agency management is sufficiently diverse

# Professional leader diversity

- 84.62% of responding agencies have a professional leader that identifies as Jewish
- 69.23% of responding agencies have a professional leader that identifies as female, 30.77% that identifies as male
- 92.31% of responding agencies have a professional leaders that identifies as White (non-Hispanic), 5.13% of responding agencies have a professional leader that identifies as two or more races, 2.56% that identify as African-American

# In what ways is senior management sufficiently diverse?

- 24% of respondents answered this question
- Most respondents indicated that this is a challenging area for them, with different issues/priorities by agency
  - Reflecting client diversity in management (3 responses)
  - Reflecting diversity when senior management is not Jewish (1 response)
  - Representing diversity within a very small senior management group (3 responses)
  - Representing diversity with low management turnover (2 responses)
- A few responses noted relationship between diversity at lower management/staff levels and senior management
  - Lower management levels less diverse (1 response)
  - Staff more diverse, so working to promote from within (1 response)

# Client, staff, management diversity takeaways

The member agencies of the NJHSA are serving a more diverse client base now than ever before, though staff do not represent this diversifying clientele. More agencies are comfortable with their client diversity than their staff diversity. Similarly, most agencies do not feel that their agency management is sufficiently diverse.

# Diversity and Jewish affiliation

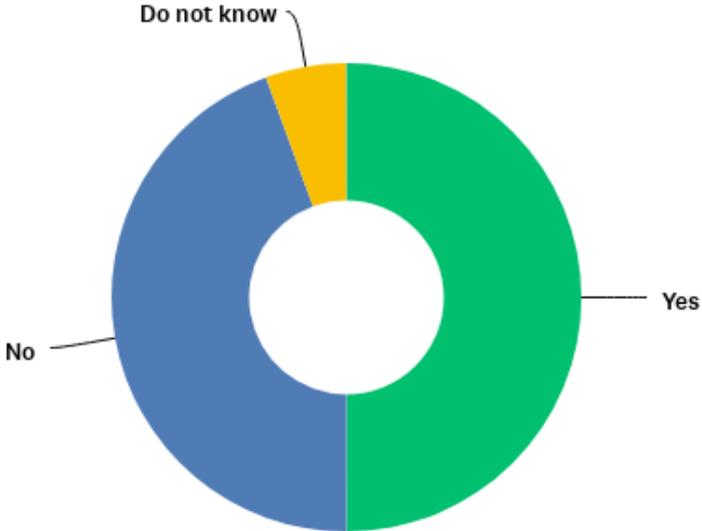
- 84.62% of agencies have a professional leader that identifies as Jewish
- The majority of agencies both currently serve and employ a significant proportion of non-Jewish-identified individuals (50% or more)
- The majority of agencies (60%) have a client population composed of at least 50% non-Jewish clients, an increase from 10 years ago
- About 78% of agencies have staff composition that is at least 50% non-Jewish
- However, about 57% of agencies have senior management teams that are majority-Jewish-identified or overwhelmingly Jewish-identified
- Approximately 60% of organizations have policies necessitating kosher or kosher style food at events

# Diversity and Jewish affiliation takeaways

The majority of member agencies have a client population that is majority non-Jewish, as well as a staff population that is majority non-Jewish, but most agencies have senior management teams that are majority Jewish, and the vast majority of agencies have a professional leader that identifies as Jewish.

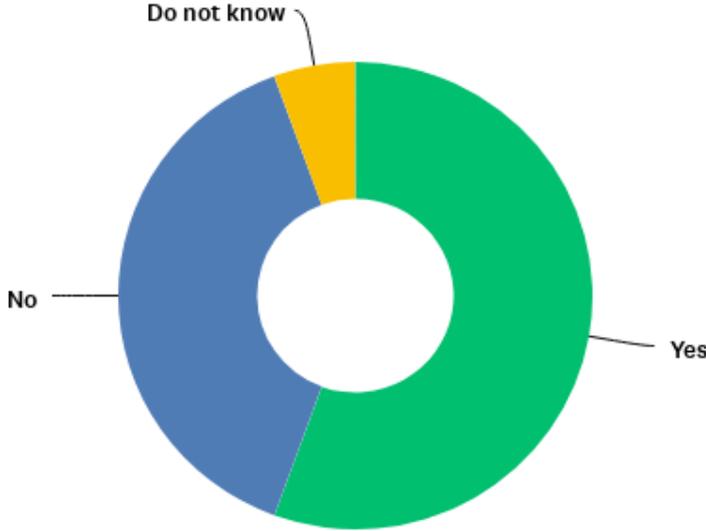
# Jewish-identified Board members

*Do all of your current board members identify as Jewish?*



Yes	50%, 18 respondents
No	44.44%, 16 respondents
Do not know	5.56%, 2 respondents
Total	36

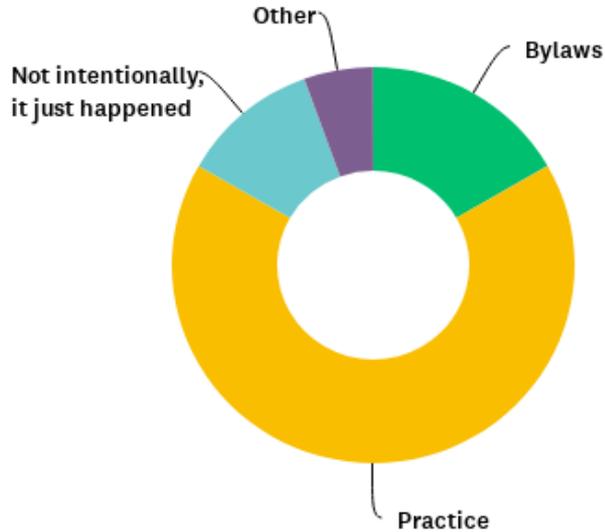
*Has your agency ever had board members who identify as other than Jewish?*



Yes	55.56%, 20 respondents
No	38.89%, 14 respondents
Do not know	5.56%, 2 respondents
Total	36

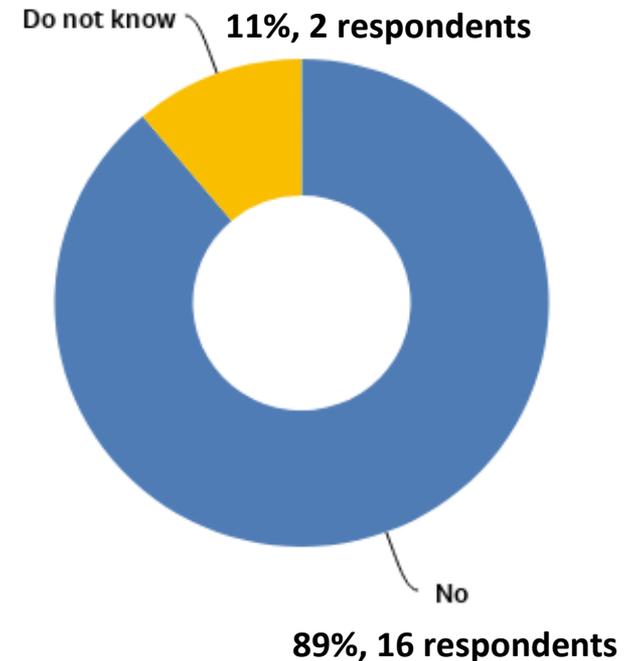
## *[For organizations with primarily Jewish Board]*

Our board membership is entirely Jewish due to:



Practice	66.67%, 12 respondents
Bylaws	16.67%, 3 respondents
Not intentionally, it just happened	11.11%, 2 responders
Other	4.45%, 1 responders
Board policy	0.00%, 0
Prefer not to answer	0.00%, 0

Do your agency bylaws or board policies require that a majority of board members identify as Jewish?



*[For organizations with primarily Jewish Board]*

## What are the primary reasons for your agency's position on Board composition?

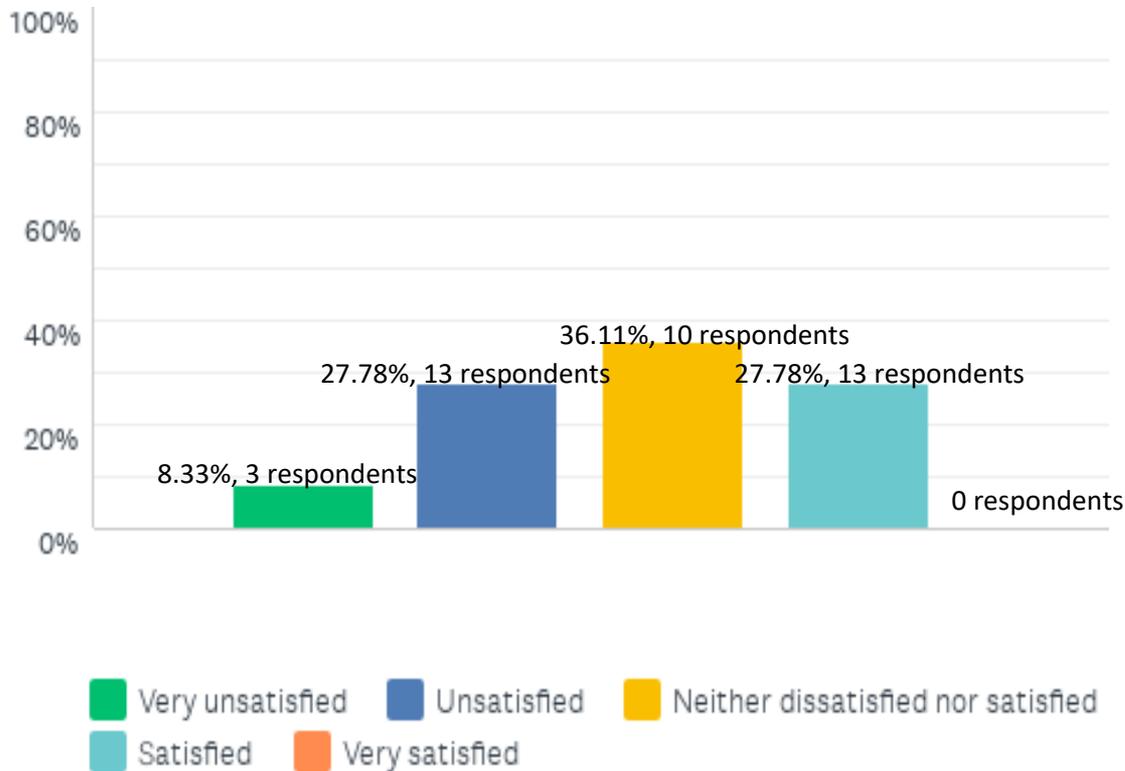
- 31% of respondents answered this question
- Of responses received, most cited history and tradition
  - 50% indicate no plan/willingness to change this (7 responses), due to organization by-laws, Board preference, and/or criticality to organizational identity
  - 50% indicate that agency is at a pivot point and either beginning to seek greater Board diversity or plan to do so in the future (7 responses)
- A few responses noted difference of opinion between agency and Board (e.g., agency would prefer greater diversity, but Board would not)

*[For organizations with primarily Jewish Board]*

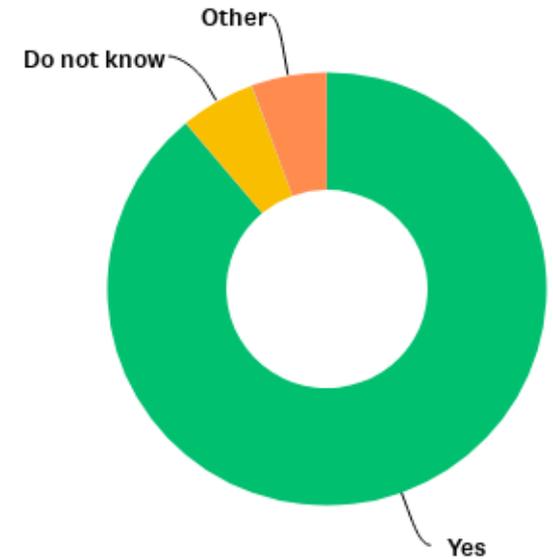
**If the agency board is entirely Jewish, how *else* do the board and the organization incorporate non-Jewish voices from the community served?**

- Participation in community organizations and boards of partner organizations, and bringing those voices to board meetings
- Relying on non-Jewish staff voices
- Using programs to incorporate this voice, rather than the board

# How satisfied is your Board with its current diversity?



# Are you seeking diversity on your Board?



Yes	88.89%, 16 respondents
Other	5.56%, 1 respondent
Do not know	5.56%, 1 respondent
No	0.00%
Total	18

# Reasons and efforts for seeking Board diversity

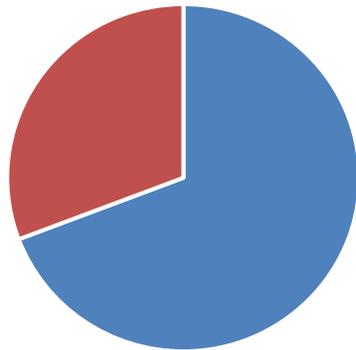
- 100% of responding agencies are seeking board diversity to better represent the communities they serve
- 76.47% are seeking board diversity to better decision-making
- 52.94% are seeking board diversity to meet the expectations of funders
- Half of responding agencies indicate a desire for increased diversity but not yet a clear plan for how to proceed
- Among respondents who identified a clear plan, primary mechanisms included:
  - Focused work with DEIJ consultant/initiative
  - Diversify recruiting platforms/sources
  - Form Board advisory committees with diverse membership
  - Identify and address barriers to Board membership that might affect BIPOC applicants

# Diversity, equity, inclusion, and justice challenges and initiatives

- **Recruitment of a diverse and inclusive staff and board were extremely significant challenges for about 50% of responding agencies**
- About 52% of agencies reported significant challenges around staff equity, and 34% reported challenges around retention of diverse staff
- About 57% of agencies have a dedicated DEIJ point person or team, and about 48% of agencies have a DEIJ working group
- The average agency has held about 4 DEIJ training sessions

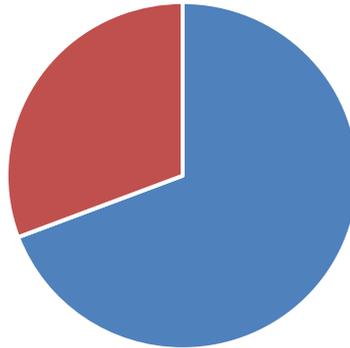
# Has your agency provided DEI (Diversity, Equity, and Inclusion) training for:

Staff



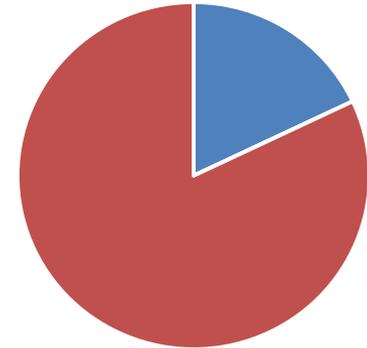
■ Yes ■ No

Senior Management



■ Yes ■ No

Board of Directors



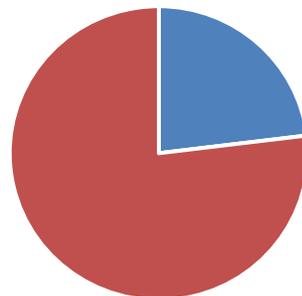
■ Yes ■ No

Yes	69.23%, 27 responses
No	30.77%, 12 responses

Yes	69.23%, 27 responses
No	30.77%, 12 responses

No	82.05%, 32 responses
Yes	17.95%, 7 responses

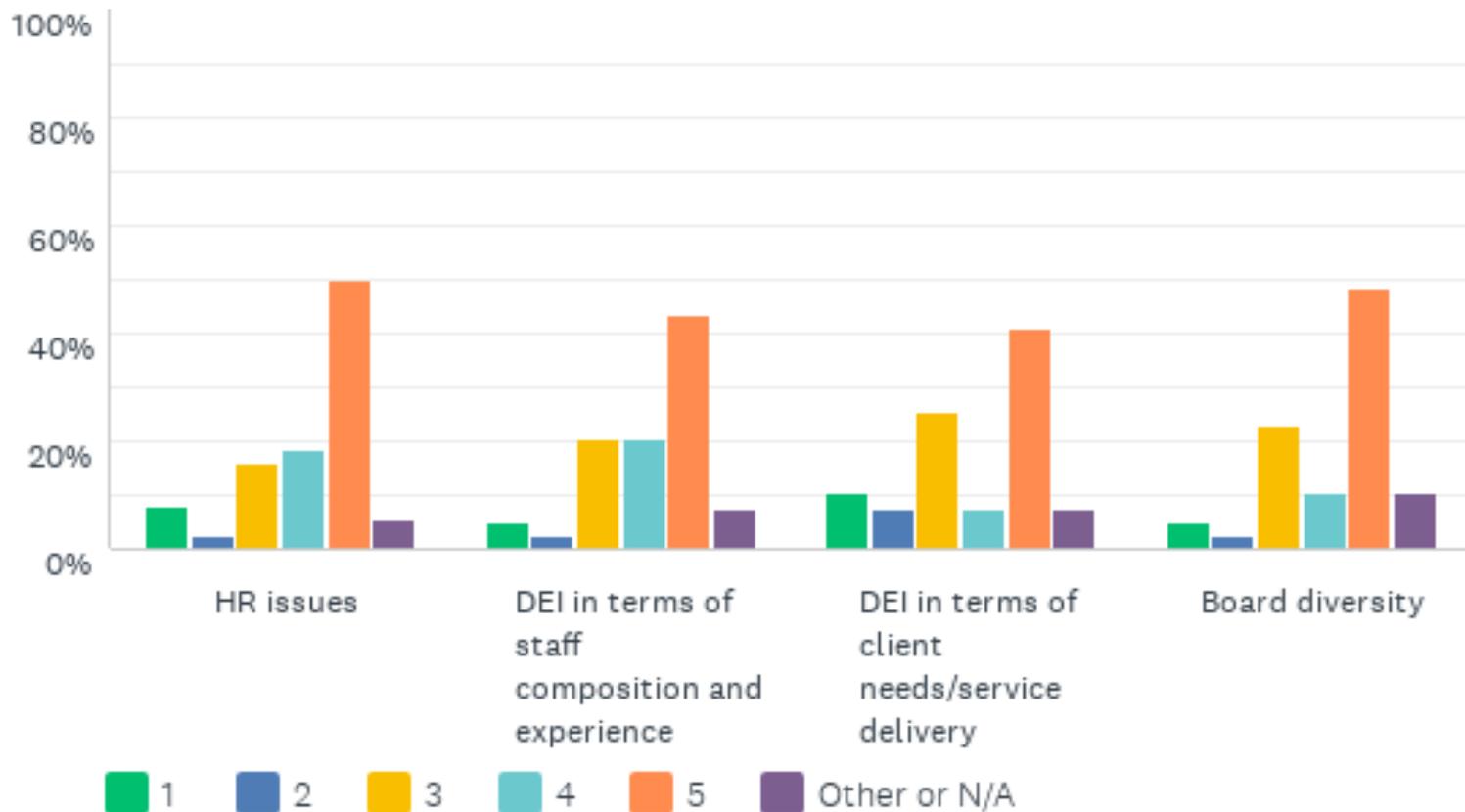
Volunteers



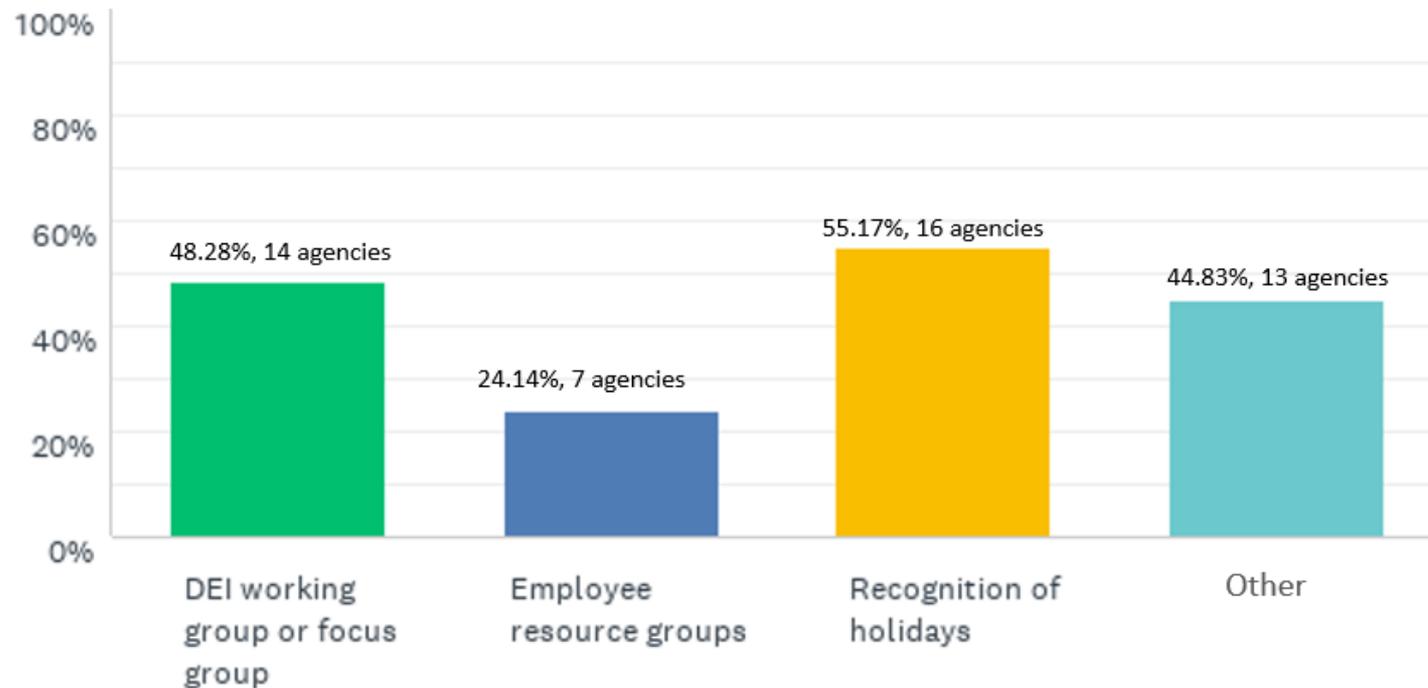
■ Yes ■ No

No	76.92%, 30 responses
Yes	23.08%, 9 responses

On a scale from 1 to 5, with 1 being not at all helpful, and 5 being extremely helpful, if NJHSA was to offer DEI training for our full network, how helpful would the following be for your agency? Training to address:



# What mechanisms and resources are in place at your agency to ensure inclusion of cultural viewpoints and experiences within the staff?



## What *other* mechanisms and resources are in place at your agency to ensure inclusion of cultural viewpoints and experiences within the staff?

- Early stages of working groups or committees
- Collaborating with outside organizations
- Planning and holding trainings
- Working with outside consultants

# Agency Values

- About 90% of agencies have a formal core values statement; out of those agencies that have updated their values, 70% have done so in the last 5 years
- Almost all agencies (97%) communicate these values both internally and externally
- About 59% of respondents say their agency values have a specific focus on diversity/equity/inclusion

# Conclusions

Though many member agencies do not have as diverse a staff, senior management, or board as they would like, the majority of agencies have an increasingly diverse client base. Most organizations have diversity/equity/inclusion as a stated value in a values statement, half of the agencies have a working group or point person looking at DEIJ topics, and most member agencies have hosted DEIJ trainings for staff and leadership (though not board and volunteers) and feel they would benefit from the NJHSA's help with hosting and sponsoring those trainings.

# 53 agencies responded

# 37 agencies disclosed their names

- JFCS of the Suncoast
- JFP in Passaic
- JVS Toronto
- Jewish Family and Child Service of Greater Toronto
- Jewish Family Services, Columbus
- JIAS Tronto
- Jewish Family Services in Houston
- Jewish Family Services of Silicon Valley
- Jewish Family Services of Greenwich
- JFCS East Bay
- Jewish Family Services of Greater Kansas City
- JFS of St. Louis
- JVS Boston
- JCS of South Florida
- Jewish Family Service of Greater Dallas
- Jewish Family Service of Colorado
- Ruth & Norman Rales Jewish Family Services
- Jewish Family Service of Seattle
- Cummings Jewish Centre for Seniors
- JF&CS Atlanta
- Jewish Family Service of Greater New Haven
- JFCS of Greater Philadelphia
- Jewish Family Services of Buffalo and Erie County
- JFS of Greater New Orleans
- HIAS
- Jewish Family Services of Delaware
- Jewish Family Service of Metropolitan Detroit
- JF&CS Boston
- Gulf Coast JFCS
- Jewish Family Center of Greater Harrisburg
- JVS SoCal
- JFS of SHW
- Schoke Jewish Family Service of Fairfield, CT
- Jewish Family & Children's Service, Boston