



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 and client ethnicity, gender and sexual orientation 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 LGBTQI
- **Most agencies report serving an increasingly racially diverse client base, with 87% reporting ongoing efforts to facilitate client diversity**

Satisfaction with staff and client agency diversity

- **Over 55% of agencies do not feel that they have a sufficiently diverse staff, and agency staff are on average majority-white (70%)**
- 55% of respondents do NOT feel that their agency is reflective overall of a 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

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, and 0.75% identifying as “other”
- **76.32% of respondents do NOT feel that their agency management is sufficiently diverse**

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

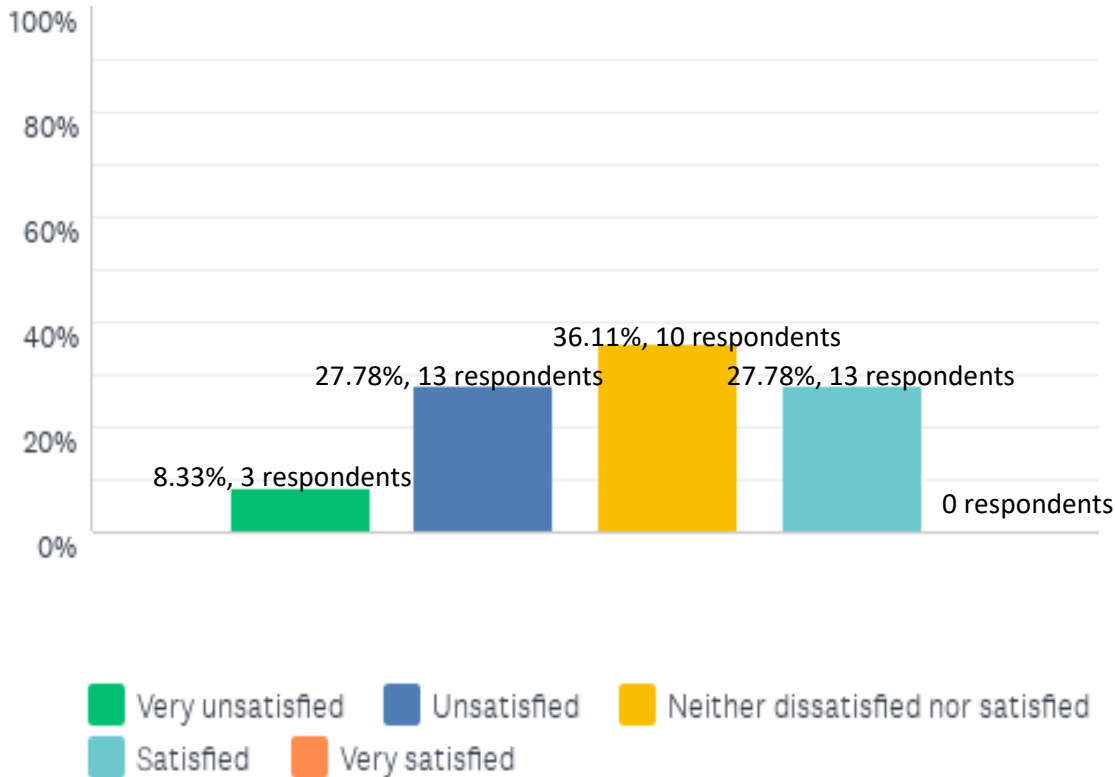
Diversity and Jewish affiliation takeaways

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.

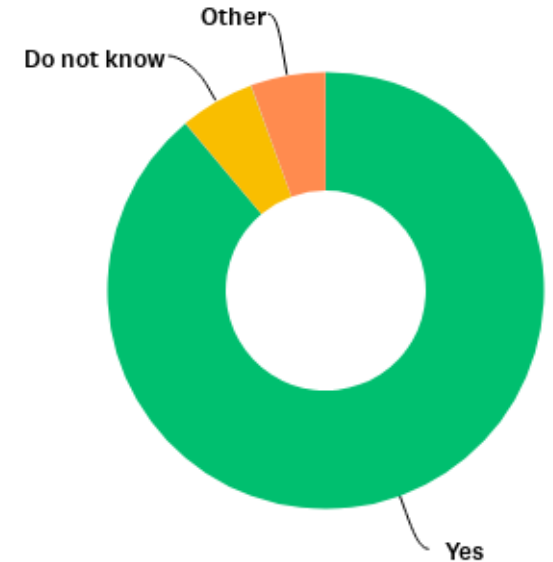
Board Diversity

- 50% of responding agencies have a board made up of all Jewish identifying individuals
- 38.89% of responding agencies have only ever had boards with all Jewish membership
- For agencies with all Jewish boards
 - 66.67% all Jewish board due to practice
 - 16.67% all Jewish board because it is written in the bylaws

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

Diversity, equity, inclusion, and justice initiatives

- About 70% of agencies provide DEIJ training for staff and senior management; only 18-20% provide this for Board members or agency volunteers
- The average agency has held about 4 DEIJ training sessions
- About 57% of agencies have a dedicated DEIJ point person or team, and about 48% of agencies have a DEIJ working group
- **Recruitment of a diverse and inclusive staff and board were extremely significant challenges for about 50% of responding agencies**
- About half of responding agencies have DEI working/focus groups
- About 55% of responding agencies use recognition of holidays as a mechanism to ensure inclusion of cultural viewpoints and experiences within the staff

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**

Conclusion

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, and feel they would benefit from the NJHSA's help with hosting and sponsoring those trainings.