



Jewish Federation of Greater Charlotte's Commitment to Racial Justice

*"We must always take sides. Neutrality helps the oppressor, never the victim.
Silence encourages the tormentor, never the tormented."
– Elie Wiesel*

Judaism teaches that all humans are created in the image of God, *B'tzelem Elohim*. We learn in Leviticus 19:16 that "we do not stand idly by, *Lo Ta'amod Al Dam Rey'echa*."

For more than a century, Jewish Federations have been the essential catalyst for building flourishing Jewish communities at home and supporting Jewish people around the world. Our mission clearly states, "**...Through education and community building, the Federation's mission ensures that Jewish values, goals, traditions, and connections are preserved for current and future generations.**" We are compelled as Jews, to build a more just and ethical world and to call out and fight injustice, wherever it exists.

In keeping with our mission, values, and strategic objectives, the Jewish Federation of Greater Charlotte commits to engaging around issues of race, racism, and racial justice by leveraging our existing organizational structure. Through the work of our Center for Jewish Education and our Jewish Community Relations Council, we commit to providing meaningful opportunities for our community to **engage, educate, and act** on these powerful issues.

In doing this work, the Federation is guided by the following principles:

- The Jewish Federation of Greater Charlotte does not tolerate racism in any form.
- In the spirit of *Klal Yisrael* (Peoplehood), the Jewish Federation will actively seek to create a community that is welcoming, inclusive, and affirming to all.
- There is vast diversity of understanding and involvement among members and organizations in our Jewish community on issues of racial justice, and we will provide appropriate opportunities for our community to engage and educate at all levels.
- To do this work with integrity, the Federation Board and Staff commit to educating ourselves.

Making this a priority within our existing strategic objectives, our Center for Jewish Education and Jewish Community Relations Council will lead our pursuit of racial justice through actions, programs, and partnerships:

Jewish Education and Identity:

We will provide a diverse platform to support our schools, synagogues, students and adults to educate, engage, and strengthen Jewish identity through a deeper understanding of race and racism, as well as the Jewish values and teachings on these issues:

- Curriculum development and acquisition.
- Diversification of resources in the Levine Sklut Judaic Library.
- Professional development for our Jewish educators.
- Enhanced agency partnerships.

Community Building:

We will strengthen our relationships within the Jewish community and leverage opportunities to build new relationships in the broader Charlotte community by:

- Providing resources to encourage and support opportunities to learn, engage, and enhance Jewish presence in the community.
- Facilitate workshop training on civil discourse and difficult conversations.
- Standing in solidarity and collaborating with African American and other minority communities to advocate for systemic change regarding racial justice and equity.
- Working with community partners, exploring opportunities to assess and map the Charlotte Jewish community's racial justice activity and unidentified opportunities.

Israel:

In keeping with our commitment to global Jewry, Federation will leverage its overseas relationships and partners to increase understanding of the diverse fabric of Israeli society by:

- Engaging with the racially and ethnically diverse populations of *olim* in our Partnership region, Hadera.
- Addressing the challenges facing Israeli society around inclusion and cohesion.
- Celebrating the ethnic diversity of global Jewish communities.

Philanthropy:

While maintaining our standing commitments and aspirations to serve and sustain the Jewish community, demonstrate our commitment to eradicating racism by designating funds through the Allocations process:

- Support community programs, educational opportunities, and community building focused on racial injustice.
- Support national Jewish organizations engaged in the work of racial justice and inequity.