

Temple Emanuel Reform Jewish Congregation
Diversity, Equality, and Inclusion Committee
Annual Report: Progress and Outlook

May 17, 2023

Dear Members of Temple Emanuel,

We are pleased to present the annual report of the Diversity, Equality, and Inclusion Committee, summarizing the progress made over the past 12 months in our efforts to foster a more inclusive and equitable community at Temple Emanuel. Our committee has been working diligently to ensure that our congregation embraces the values of diversity, equality, and inclusion in all aspects of temple life. With the guidance of our committed members and the support of Temple leadership, we have made significant strides toward our goals.

1. Understanding Recommendations:

Over the past year, our committee has focused on revisiting and understanding the recommendations put forth in previous reports. We undertook a comprehensive review of these suggestions and facilitated conversations with Temple leadership to ensure a shared understanding of the recommendations' importance and potential impact. Through these discussions, we have built consensus around the need for concrete action to drive positive change.

2. Engaging with Senior Staff:

A critical aspect of our work has been engaging with Temple's Senior Staff to drive implementation of the committee's recommendations. We have outreached to and begun to schedule meetings with Senior Staff members, fostering open dialogue and collaboration. Our efforts have been met with enthusiasm and a commitment to implementing policies and practices that will promote diversity, equality, and inclusion within Temple Emanuel.

Looking Ahead:

Recognizing that DEI is an ongoing learning process that must be institutionalized throughout the organization, the DEI Committee will focus its efforts on the following areas:

1. Learning/Training on DEI: We will identify and offer foundational and ongoing opportunities to deepen clergy, staff, and congregants understanding of diversity, equity and inclusion within our community.
2. Recruitment & Retention: We will work with Temple clergy, staff and committees to generate strategies that infuse DEI into our efforts to recruit new membership and to ensure that current members of diverse and marginalized identities feel included, welcome, and that their voices and lived experiences are equitably part of the community.
3. Congregational Learning: We will work with the Director of Congregational Learning as well as the relevant Temple Committees to identify learning opportunities as a

threshold matter amongst all teachers, integrate DEI principles into curriculum development for religious school, adult learning, ECC, and other congregational learning, and equip Temple staff with the skills and ongoing support needed to do their work in a manner that aligns with our DEI principles.

4. Rituals and Worship: We will work with clergy, staff, and relevant Committees to center DEI principles in the Temple's rituals and worship practices, identifying concrete policy changes as well as offering support for ongoing learning and improvement.
5. Strategic Learning: We will continue to learn from congregants (through listening sessions, surveys, and other forms of gathering feedback), so that we can integrate those learnings into our congregational approach and develop and revisit our approaches and policies in the future.

Conclusion:

The Diversity, Equality, and Inclusion Committee remains committed to fostering a diverse, equitable, and inclusive community at Temple Emanuel. We express our gratitude to Temple leadership, Senior Staff, and all members for their support and engagement throughout this journey. By working together, we can continue to build a vibrant, diverse, and welcoming community that reflects the values of Reform Judaism.

We look forward to the year ahead, filled with opportunities for growth and progress.

Sincerely,
Erika Sussman & Robbie Voigtmann