



Community Racial Justice Checklist

Review the checklist below and check off items that you feel you/your community are currently doing. Notice which items are not yet checked off and create a plan to check off the entire list. This checklist is not exhaustive and can be continually updated by you and your local community.

- ☐ We have taken the [URJ's Equity Indicator](#) and have reviewed our recommendation report with our leadership and board.
- ☐ We have downloaded the [URJ's Community of Belonging Assessment & Workbook](#) and have started taking action in areas where our community can improve.
- ☐ Pictures on our website (photographs) and in communal spaces (posters, books) reflect Jewish racial and ethnic diversity.
- ☐ Our libraries and classrooms include books, films, and resources that feature Jews of Color and address diversity and race.
- ☐ We create opportunities and events for members and participants to talk about race, racism, and inequality in our communities.
- ☐ We openly collect feedback from members or participants about our progress in relationship to equity and inclusion and actively plan to implement the feedback.
Scholars, authors, creative artists and leaders from diverse racial and ethnic Jewish backgrounds are invited to offer programs at our congregation.
- ☐ Our community's programs are carefully vetted to ensure they're representative of the diversity of the Jewish people and focus on the experiences of Jews of Color (i.e. an author night, film viewing, musical program, worship service, etc.).
- ☐ Jews of Color serve on our boards and committees, help to plan events and programs, and set general organizational priorities.
- ☐ Our community listens to and believes Jews of Color who have detailed their experiences of racism.
- ☐ When making decisions regarding increased safety measures and building security, we incorporate anti-bias practices and are aware of increased safety risks to Jews of Color.
- ☐ We have joined the RAC and other social justice organizations working to create more equity.
- ☐ We have dedicated time and professional development for our board, leadership, and staff to deepen our understanding of racial and ethnic diversity and inclusion, white privilege, and racial justice.
- ☐ For those who identify as White-Ashkenazi, I have reviewed the White Presenting Awareness Checklist: Examining Privilege

White Presenting Awareness Checklist:

Examining Privilege

For many white presenting Jews, it is hard to imagine the experiences of Jews of Color entering predominantly white Jewish spaces, and how those experiences may differ from our own. Our white privilege often allows us to take certain things for granted in Jewish spaces, such as safety and a sense of belonging. Below are a few questions intended to create awareness and reflection about the privileges hidden in white presenting Jews' experiences. Increased awareness of these privileges will help white presenting Jews work together with Jews of Color to make our communities safe and welcoming and to better reflect a wider range of Jewish identities.

We also understand white presenting Jews who wear traditional and religious clothing (yarmulkes, tefillin, etc..) are often disproportionately targeted and exposed as Jews, making them more vulnerable to hate crimes.

This checklist was written by Jews of Color and based on their experiences. The original version of this checklist was developed by Corinne Lightweaver, Sasha King, and members of the Jewish Multiracial Network (2006–2009).

At my synagogue, religious school, Jewish Community Center (JCC), or camp I can walk in and not be seen as an outsider or exotic.

- ☐ At my synagogue, religious school, JCC, or camp I can walk in and feel that I and my children are seen and accepted as Jews.
- ☐ I can easily find books, magazines, and educational materials with images of Jews who look like me and my children.
- ☐ I am not singled out to speak as a representative of an “exotic” Jewish subgroup.
- ☐ There are other children at the religious school/camp who look like my child.
- ☐ My child’s authenticity as a Jew is never questioned by adults or children based on their skin color.
- ☐ People never say phrases like, “But you don’t look Jewish” or ask me “how” I am Jewish.
- ☐ I do not worry about being seen or treated as a member of the maintenance staff at a synagogue, school, JCC, or camp or when attending a Jewish event.
- ☐ When attempting to join a synagogue, Jewish organization, or a minyan in prayer, I am confident that my ethnic background will not be held against me.
- ☐ People of Color do not question why I am Jewish.
- ☐ I have never had the police called on me or have been escorted out of a service by a police officer while simply praying because of my skin color.