



Annual Report

Fiscal Year 2021–2022

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Introduction

Developed in relation to ongoing and emerging needs in the field, we began the year with three strategic priorities to sharpen our organizational focus and direction: 1) **Meet increased demand and needs from community partners, from emerging leaders and organizations to foundations, lay leaders to executive leadership;** 2) **Deepen investments in leadership, research, and policy;** 3) **Expand organizational capacity to deliver the work and fortify the Initiative for its next phase.**

Driven by these strategic priorities, this year culminated in our transition from a fiscally sponsored initiative to a fully fledged, independent 501c3. Becoming a federally recognized nonprofit enables the Initiative to expand our capacity, more efficiently and holistically serve grantees, and work more collaboratively with our partners. We also can more easily engage researchers, consultants, and other contractors critical to our work. As we continue to grow, launch new programs and resources, and expand our network even more, this organizational status will only aid our efforts. It is a milestone that we set in our strategic plan years ago, and we celebrate it as a mark of the Initiative's staying power.

As the Initiative prepared for the transition out of fiscal sponsorship and for the expansion of our goals and capacity, we adjusted our team's staffing structure. This included bringing on two new Senior Staff, Tonda Case and Arya Marvazy (see page 13) to create the organizational container for our continuing and expanding efforts.

At the start of this past fiscal year, the Jews of Color Initiative released the largest study on Jews of Color in United States history, *Beyond the Count: Perspectives and Lived Experiences of Jews of Color*. Since its launch, *Beyond the Count* has had wide-reaching impact on the Jewish community. The study's findings deeply informed much of our efforts this year and we continue to disseminate the learnings throughout the Jewish community.

To this end, the Jews of Color Initiative team presented at over 30 virtual and in-person speaking engagements, engaging more than 5,000 community members—doubling our impact from last fiscal year. This report will demonstrate the extent to which *Beyond the Count* has influenced discourse and research on Jews of Color and the Jewish community at large.

A hallmark of the Initiative is our grantmaking. During this time of organizational growth, we sought new ways to channel our grant funds to support the growing network of JoC leaders, researchers, and change-makers. This year, we redistributed \$866,665 in grant funds, including a set of grants responding to a Request for Proposals for research by and focused on Jews of Color. Our grantmaking this year amplified the impact of 40 unique organizations, and is contributing to growing the research canon on Jews of Color.

We hope this report serves as a means to evaluate and celebrate our work and progress toward our strategic priorities. We also hope this report captures the vibrancy and dynamism of this moment for our movement. Change is happening because change is being *created* through different strategies, all aligned toward a common goal to create more inclusive, welcoming Jewish communities that reflect the multiracial reality of U.S. Jews today. ■

Executive Director's Reflections

Pause. Breathe. Repair Our Universe. Proceed.

Pause

Each year I sit down to write this opening for our annual report; the timing usually finds me right on the edge of June, exhausted. Usually due to fatigue and unresolved racial equity and justice issues that have been nagging at me all year, my writing has, sometimes, come off as a wee bit cranky. And while this end-of-year exhausted disposition never hindered the work, it did influence the perspective from which I wrote. In fact, until this year, I hadn't fully learned how to manage the energy of an organization that by its nature—focused on field building—is always growing, expanding, changing, and adapting. Yet, as the organization and my leadership have grown, I now meet the continuous dynamism with calm, steadiness, skill, adaptability, and the capacity to strategically plan forward.

Standing with feet firmly planted in 2022–2023, I can look back at the 2021–2022 year, and the last five years, and allow a sense of honor to wash over the organization and me for the tremendous accomplishments of the Jews of Color Initiative. *Kol Hakavod* to the JoCI team—we've successfully made it through the first five years of start-up physics. We've also beautifully dashed, darted, danced, and sometimes dragged through an unusually brisk-paced and compact 13-week 501c3 transition (beautifully stewarded by Tonda Case, our Senior Director of Finance and Operations).

Our combination of vision, strategy, brilliance, love, and wonderful humans makes all of this possible. It is also this magical combination amplified by the extraordinary moment that has fortified the JoCI and enabled me to view our work from a new perspective. I can now see and deeply understand, with unwavering confidence, that it's time for the JoCI to run a bit slower and maybe smarter; after five years, with expanded perspective, capacity, strength, and organizational maturity we are institutionalizing the practice of pausing, breathing, repairing our universe, and then proceeding.

Space to Breathe

Arya Marvazy, our wonderful Senior Director of Programs, told me how wise it was to ask the entire JoCI staff to stop, to the best of their ability, taking

outside meetings and saying yes to various engagements for July and the first half of August. Summer is a time of transition, and this year includes a lot of new-to-the-JoCI work to do. Our team needed some quiet and rest after such a demanding year and spring. I knew “quiet-while-still-working” is neither quiet nor restful, and there is much to be gained by the team being assigned a real opportunity to disconnect from the demands, wonders, and worries that are part of work, and engage in unencumbered relaxation.

Repair Our Universe

While I don't use the term *Tikkun Olam* in daily conversation, I was taught the value of *Tikkun Olam* in religious school as a child. Now, I frequently hear the term casually expressed in work contexts; the work of social justice, for example (or racial justice and equity, to be more specific) is an act of *Tikkun Olam*. I believe the JoCI and I embody the intention of this Jewish value. But I haven't ever had a conversation as a Jew where I explored what it means to repair and improve the world of work and leadership—to wonder about the room for improvement purposefully left by *Hashem* for us at the JoCI to bring our work, our organization, and my leadership even “closer to the harmonious state for which it was created.”¹

In April and May, as our team carried on the day-to-day work of the JoCI and prepared for the 501c3 transition, I could feel that they all needed space and quiet. Gabi, Theresa, Emma, Riki, Arya, and Tonda have been amazing. Skilled, loving, and passionate about the work. Kind about embracing the unknown. Dogged about figuring out the “unfigureoutable,” and always navigating all that seemed unnavigable. I saw a team that exuded confidence, capability, commitment—and also had a desire for completion. They were ready to cross the finish line. Like half-marathoners at the end of a season, our team will stop training, running, and racing for a while, taking a break so the body and spirit can rest, reflect, and repair.

Proceed

Last year, I recognized a need to strategically redistribute some of my time, my work, and my power.

¹ Freeman, Tzvi. “What Is Tikkun Olam?” *Chabad.org*. https://www.chabad.org/library/article_cdo/aid/3700275/jewish/What-Is-Tikkun-Olam.htm

I'm thrilled that we expanded our Senior leadership team, teaching each new member our organizational and my leadership pedagogy. With Tonda and Arya leading Finance, Operations, and Programs, as we enter this new fiscal year, Gabi, our wonderful Program Officer, stepping into the role of Senior Program Officer, Riki returning to her role as Director of the NY Hub, Emma managing communications, and Theresa making sure not a ball is dropped, not a Board meeting minute missed, the JoCI has outstanding, experienced, capable, and confidence-instilling leaders who can run the day-to-day shop without me. This is wonderful and exactly right for the long-term stability of JoCI.

As we enter the 2022–2023 fiscal year, our solid organizational, infrastructural, and programmatic foundation gives me tremendous confidence. We will meet and extend our goals and objectives at the JoCI. That is not a question.

And, as I organize the work of this new fiscal year, I hold refreshed awareness of two big themes: 1) I embrace with care the enormous responsibility I hold on behalf of the JoCI team—to keep the work moving and the team healthy, organizationally focused, and in deep collegial relationships and partnerships; and 2) I hold with consciousness and sensitivity the tremendous opportunity we have as a JoCI team to continue to help support and advance the professional and communal ecosystem centering Jews of Color. We will do all we can to build and fortify the support and structures around JoC so we can be in community, whole, engaged, and thriving.

As the JoCI team, *together*, we embrace this work and enthusiastically forge ahead. ■

Research

Discussed among leadership at major legacy Jewish institutions, at synagogue events nationally, in JoC-led educational DEI sessions, and among Jewish leaders of Color, *Beyond the Count* is deeply influencing the U.S. Jewish communal conversation on racism, racial equity, and belonging. This groundbreaking study, conducted by our multiracial research team, collected the largest dataset of self-identified Jews of Color from 1,118 survey participants and 61 qualitative interview participants. The findings tell a compelling story about how Jews of Color experience and think about their Jewish identity, Jewish communities, systemic racism, and much more.

In powerful, often personal ways, *Beyond the Count* addresses experiences of racism and discrimination in the Jewish community. Survey participants discuss feelings of belonging and lack thereof, and the intersectionality of ethnic, racial, and cultural identities of Jews of Color. Eighty percent of survey participants agreed they have experienced discrimination in Jewish settings, and 66 percent agreed they have felt disconnected from their Jewish identity at times.

The study affirms that the work of the JoCI and other organizations building community for Jews of Color is essential for engaging today's multiracial Jewish community.

While 46 percent of respondents said that talking about the experience of being a Jew of Color with other Jews of Color is very important to them, 36 percent of respondents reported they have no close friends who are Jews of Color. One interview participant spoke to the importance of communities and gatherings that are specifically for Jews of Color: "Being in JoC community spaces—whether it's conferences or cohorts—adds value and meaning to being Jewish for me. Going to synagogue fills my need for my Jewish spirituality, and there is another spiritual need that I have: to be in JoC-only spaces." These findings make a case for more communal funds to be directed to programming for Jews of Color.

Beyond the Count participants shared perspectives that speak directly to Jewish institutions and leaders as well. Sixty-five percent of participants said that Jewish community leaders are poorly or very poorly addressing the specific needs of Jews of Color in their communities. Furthermore, 36 percent said that Jewish communal leaders are poorly or very poorly addressing racism and white supremacy outside of the American Jewish community.

Since its launch on August 12, 2021, *Beyond the Count* has been widely circulated throughout the Jewish institutional community. This year, the report has been accessed on JoCI's website nearly 6,000 times; JoCI leaders have presented the report to audiences across the country; and it has influenced national discourse on Jews and race—both in and beyond the Jewish community. National media, such as the [New York Times](#) and [Washington Post](#), have reported on the Initiative and highlighted the findings of *Beyond the Count* in stories alongside those from the Pew Research Center (see page 12).

Our precursor to *Beyond the Count*, *Counting Inconsistencies*, continues to impact the field as well. The Cohen Center for Modern Jewish Studies, a research center at Brandeis University, recently doubled its efforts to conduct surveys of Jews of Color in 10 communities. As reported in [eJewishPhilanthropy](#), "Counting Inconsistencies," a 2019 report by the Jews of Color Initiative estimating the number of Jews of Color based on existing population studies, also pushed Brandeis to pay more attention to overlooked Jewish subgroups." The same article reported that, since 2019, the Harry and Jeanette Weinberg Foundation, which provided more than \$1 million in grants to support local demographic studies, required those funded to include questions about poverty, LGBTQ Jews, and Jews of Color.

In the coming years, the Initiative will continue to circulate the findings of *Beyond the Count* nationally as well as focus on regional presentations, such as in the San Francisco Bay Area. We will also support leaders in the field who are applying the study to their own efforts towards institutional change. Deitra Reiser, Founder of Transform for Equity, an anti-racist consulting group, shared reflections on the study's impact: "I've had the opportunity to listen to Ilana Kaufman and others present and reflect on *Beyond the Count* three times. Each time has taught me something new. During the presentation at the URJ, we collectively experienced the sadness and hope that come through the report. Leaving that evening, I knew that both the lay leaders and clergy in the Reform movement were ready for action."

In the coming year, we will work consultatively with community leaders to determine future research directions, which may include updating *Counting Inconsistencies*, or partnering with other institutions for future research projects.

Read about our expanding approach to growing the field of knowledge through research in the Grantmaking section below. ■

New York Hub

The JoCI NY Hub launched two signature programs: a young adult Leadership Fellowship and a project Incubator, which were both designed in consultation with UpStart for this pilot year. Under the leadership of Riki Robinson, Program Director, New York, the Hub had an outstanding pilot year.

Our NY Hub carried out successful partnerships with Jewish nonprofits in New York City, in which hosting organizations, such as JCC Harlem and Hannah Senesh Community Day School, employed Fellows from the Initiative's Leadership Fellowship. These partnerships provided our Fellows with hands-on development in the field and the organizations and their communities with benefits both tangible—innovative programming by emerging leaders who joined their staff—and immeasurable—connecting communities to leaders who represent the Jewish community's multiracial reality.

We welcomed five inspiring Fellows: Maryam Chishti, Jules Duze, Haftam Heathwood, Tova Harris, and Kavi Subramanian, who were each placed at two different Jewish organizations throughout the 10-month program.

All Fellows reported gaining or honing their professional skills, including project management, community engagement and outreach, communication, research, public speaking, and fundraising and development, among others.

One Fellow shared, "I'm more prepared for job opportunities because of the connections fostered at my first placement. The Jewish ecosystem is very intertwined, and it feels good to start planting seeds in spaces that align with my interests and values." Another Fellow commented, "Working at JCC Harlem helped me cultivate a variety of skills. It was the first time I'd worked at a nonprofit organization, which helped me grow my skillset through taking my time to observe how programs were run and then applying it to my own when granted the opportunity to facilitate my own [panel discussion]."

The JoCI Fellows have had a tremendous impact on the placement organizations that have hosted their work as well: "Increasing our team's capacity by adding another member—someone who was eager to learn—was the most exciting part." - A supervisor from Repair the World.

"Our fellows really became part of our team—community members made no distinction between them and our full-time team. It happened very quickly, and it was beautiful to see." - A supervisor from JCC Harlem.

In addition to their placements, Fellows engage in weekly professional development sessions that focus on topics such as navigating workplace dynamics, salary negotiation, building self-confidence, and Jewish text study.

The project Incubator supports the growth of projects that are led by and serve Jews of Color. The Incubator offers tailored resources, connections with other cohort members, educational sessions about nonprofit management and development, introductions to potential funders, and an honorarium to support the time and energy of being in the Incubator and leading a project.

An Incubator participant who has been in numerous other Jewish fellowships said that because of the abundant resources and accessible atmosphere, "This is hands down the best incubator or fellowship in the Jewish world." They continued, "Accessing resources has been easy. People truly mean it when they say 'please reach out and follow up' and I appreciate the transparency of our facilitators. I feel comfortable and empowered to ask for resources and advice (something that hasn't happened in previous experiences)."

The JoCI team is grateful to have received a renewal grant from UJA Federation of New York to continue this critical work in the year ahead. With the intention to listen to our community members and provide the resources most requested, the next iterations of the Fellowship and Incubator will take current participants' feedback into account as we refine our signature programs. ■

Grantmaking

This year has been a year of exciting research and growth for the JoCI. As we have continued to mature as an organization and in our grantmaking, we embarked on a deep listening campaign from our grantees and community leaders to ensure that our work continues to be in service to and addresses communal needs for JoC. In November and December, we convened think tanks of exceptional JoC leaders to learn more about strategic areas of support, which helped inform our grantmaking strategy for the year.

In total, we did \$866,665 in grants this year, which supported 70 grants to 40 unique organizations, 70 percent of which are new grantee partners to us. As we continue to grow and expand in the new 501c3, we aim to increase grantmaking by 3-5 percent this fiscal year.



In addition to our regular grantmaking, 2021–2022 piloted several new grantmaking initiatives based on our strategic priorities and key partnerships to support research, leadership, infrastructure, capacity-building, and technical support to JoC-led organizations.

To address the paucity of research by and for Jews of Color, JoCI convened a think tank of JoC researchers in November 2021. Based on their feedback and support, JoCI created the Request for Proposals, “Amplifying JoC Scholars and JoC-Focused Research.”

The RFP culminated in the selection of six exceptional proposals that will add nuanced, intersectional research on Jews of Color to the canon.

Recognizing the need to hear from JoC clergy and spiritual leaders, JoCI convened a think tank of 20 rabbis, rabbinical students, and Kohenets to identify potential areas of support for JoC clergy. While this work will be ongoing, JoCI dedicated \$64,500 this year supporting important new initiatives, including the JoCI Divrei Torah Collective, which will archive existing Divrei Torah by JoC leaders and support the creation of new ones; research and new resources on JoC and their experiences with *chevra kadisha* and Jewish end-

of-life practice; and a new JoCI Facebook group for JoC clergy, cantors, spiritual leaders, and rabbinical students.

Along with Amplifier@JFNA, we ran a JoC Philanthropy Cohort, which engaged JoC in philanthropy through a combination of learning, cohort experience, and a giving circle. The cohort ran their own RFP, with support from JoCI grantmaking staff, that culminated in \$25,000 supporting six projects led by and for Jews of Color.

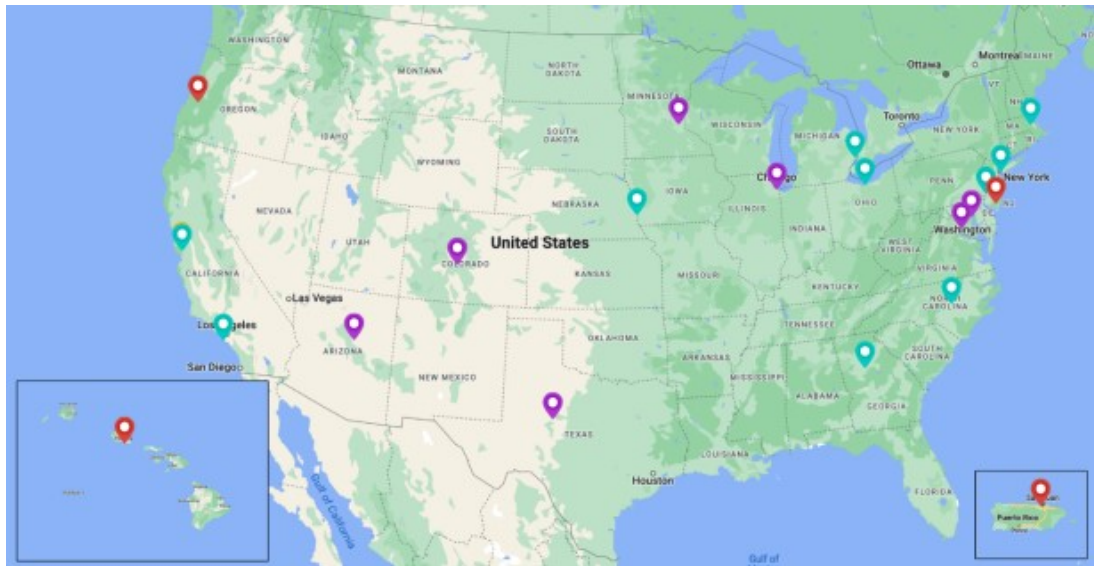
We invested heavily in infrastructure and capacity building support for organizations, including running a pilot in partnership with Boardified’s Technical Assistance Collaborative (TAC) that matched nine JoC-led organizations with \$50,000 worth of personalized capacity-building support. We conducted personalized intakes with our current JoC-led grantee partners in order to connect them with individualized consulting in finance and budget work, executive coaching, strategic mission vision and planning, and/or fundraising.

As a continuation of this work as the end of the year approached, we listened to community feedback in the field. Many JoC leaders reported feeling stressed and in need of technical and coordinator support to help complete projects before the end of the fiscal year. Responding to these needs, we made eight \$5,000 grants to support the completion of end-of-the-year projects for current JoC-led and JoC-centered grantee organizations. Funds were used for organizational infrastructure or technical assistance projects, including hiring coordinators or consultants to assist with technology needs, database management, and web support; accounting and financial systems; scheduling and virtual assistants; and building administrative systems needed to increase the organization’s infrastructure and capacity.

Additionally, recognizing the high levels of burnout and a much-needed push for wellness, rest, and relaxation, JoCI offered current grantees \$2,000 wellness grants, which we provided for 21 JoC leaders in 15 organizations to support taking some time for much-needed self-care.

As we look to next year, we are incredibly excited to expand our grantmaking staff, allowing us to not only support more grants in the field but also build up a new cohort of JoC grantmaking professionals. We will be bringing on one or two new junior program officers, which will expand our internal grantmaking capacity, support leadership pipelines for our organization and for the Jewish foundation world as whole, and give new JoC philanthropy professionals hands-on training and experience. In the coming year, we will not only build out a new grants team but also deepen our investments in JoC leadership, research, and policy.

Geographic Reach



- First reached in FY 2021–2022
- First reached in FY 2020–2021
- First reached before FY 2020–2021

Small Grants

The JoC Mishpacha Project, fiscally sponsored by Hineinu
Project Purpose: supporting “We Are Family” JoCSM Shabbaton at the Pearlstone Retreat Center
Geographic Region: National

JOIN for Justice
Project Purpose: support executive coaching for new co-Executive Director, a Korean American Jew with decades of nonprofit management experience, who wishes to deepen the intersection of her JoC identity
Geographic Region: National

Kohenet Hebrew Priestess Institute, fiscally sponsored by Faith Voices
Project Purpose: supporting pilot program for 10 JoC Kohenet Hebrew Priestess leaders in building a monthly affinity space, that gathers JoC Kohanot for continued education, professional development, and holistic wellness
Geographic Region: National

Lab/Shul
Project Purpose: support leadership of JoC Artist in Residence’s direction in leading JoC centered virtual/hybrid Passover seder, centering JoC views and understandings of Passover
Geographic Region: New York & National

Linke Fligl, fiscally sponsored by Allied Media Projects
Project Purpose: support queer JoC leadership at five-day immersive farm gathering, sharing experiences as LGBTQI+ JoC, deepening connection to the outdoors
Geographic Region: National

Mitsui Collective, fiscally sponsored by ALEPH: Alliance for Jewish Renewal
Project Purpose: three-part virtual series to teach JoC somatic skills to support resilience and provide space for conversation around best practices for security policies in Jewish institutions
Geographic Region: National

Mosaic Visions
Project Purpose: event support for the Spirit of Humanity (Ein Sof) Virtual Festival, a cultural and artistic festival that showcases JoC through their art, music, poetry, writing, songs, and short films
Geographic Region: National

Rimonim Liturgy Project, fiscally sponsored by Fractured Atlas
Project Purpose: support 10 JoC artists whose work is included in Rimonim’s collection of Jewish liturgy, poetry, and art
Geographic Region: National

Sephardic Heritage International (SHIN)
Project Purpose: provide professional development support to JoC executive director with mentoring and training in the areas of fundraising, financial literacy, and executive leadership
Geographic Region: Washington, DC

Theater J's Expanding the Cannon, a project of Edlavitch DCJCC

Project Purpose: convening an exceptional team of JoC rabbis, cantors, and thought leaders to guide seven JoC playwrights through a curriculum of Jewish life, liturgy, history, and literature at immersive three-day Beit Midrash

Geographic Region: National

The Workshop: Arts Fellowship Program of the Hendel Center for Ethics and Justice, fiscally sponsored by the Jewish Theological Seminary (JTS)

Project Purpose: supporting JoC director of nine-month JoC arts and culture fellowship for a cohort of JoC artists to connect their JoC identity, Jewish text, and traditions with their artistic practice

Geographic Region: New York & National

Large Grants

The Associated

Project Purpose: supporting new JoC Engagement Fellow at The Associated: Jewish Community Federation of Baltimore
Geographic Region: Baltimore, MD

Black Jewish Liberation Collective, fiscally sponsored by Coalition of Positive Health Empowerment (COPE)

Project Purpose: general support for Black Jewish Liberation Collective's operations and leadership

Geographic Region: National

The Forward

Project Purpose: creating contributor budget for JoC op-eds, supporting JoC journalists and independent reporters, and professional development support for JoC Editor-at-Large
Geographic Region: National

Jewish Alliance for Law and Social Action

Project Purpose: support JoC leadership and professional development in building JALSA's JoC leadership pipeline

Geographic Region: Massachusetts

JQ International

Project Purpose: elevating the LGBTQ+ Iranian experience for a Persian Pride fellowship and national events engaging attendees in Los Angeles, New York, and the Bay Area

Geographic Region: National

Kamochah, fiscally sponsored by JFNA

Project Purpose: general operating support for Kamochah, which seeks to create spaces where Black Orthodox Jews can embrace both their racial/cultural identity and their religious observance

Geographic Region: National

Kavod v'Nichum

Project Purpose: supporting JoC research to learn how JoC engage in Jewish end-of-life rituals and practices, including Chevrot Kadisha, funerals and burials, and grief and mourning rituals, and support the creation of new JoC chevra kadisha resources

Geographic Region: National

The Kirva Institute, fiscally sponsored by Foundation of Philanthropic Funds

Project Purpose: supporting Inside Out Wisdom and Action's Dismantling Racism from the Inside Out educational offering for JoC and Black Jews through 10-session *mussar va'ad*

Geographic Region: National

LUNAR: Jewish Asian Film Project, fiscally sponsored by Be'chol Lashon

Project Purpose: leadership transition grant to support individualized strategy and coaching work

Geographic Region: National

Sandra Caplan Community Beit Din

Project Purpose: supporting JoC leadership of JoC Conversion Mentoring program for Jews of Color who are going through the conversion process

Geographic Region: Los Angeles

Uri L'tzedek

Project Purpose: supporting pilot program, in collaboration with Jewtina y. Co, that brings JoC leaders together with a four-day immersive leadership retreat and cohort experience that deepens their connection to Jewish values and builds up a diverse community of JoC leaders from different backgrounds and migrant experiences

Geographic Region: National

Amplifying JoC Scholars and Research

Ahaverim, fiscally sponsored by Kanu Hawai'i

Research: "Jews of Color in Hawai'i"

Project Purpose: creating a short film examining the relationship between Kānaka Maoli (Native Hawaiians) and Lukaio (Jewish) communities and their intersection (JoC), including Malu Jews (people with hidden Jewish ancestry) and Native Hawaiians with Jewish ancestry

Geographic Region: Hawai'i

ALEPH: Alliance for Jewish Renewal

Research: "Jews of Color Birth & Postpartum Ritual and Practice"

Project Purpose: gathering and preserving meaningful information about the ritual practices of Jews of Color in the United States during pregnancy, birth, and postpartum

Geographic Region: National

Brandeis University

Research: "Asian American Adoptees in the Jewish Community"

Project Purpose: examining the history of transnational adoption in the Jewish community and experiences of Asian adoptees adopted by white Ashkenazi parents

Geographic Region: National

Center for Applied Research and Evaluation (C.A.R.E.)

Research: "Aging Jews of Color & Their Experience of Resilience in Times of Social Unrest"

Project Purpose: examining the experiences of Jews of Color, aged 50 and older, in the context of a historical period of social change, recent national and global violence, and compounded historical experiences of trauma and oppression associated with intersectional identities of faith, race, and ethnicity

Geographic Region: National

Olamim, fiscally sponsored by Be'chol Lashon

Research: "Latinx JoC Families in the Bay Area"

Project Purpose: examining the cultural and relational needs and communal landscape of Latinx Jewish families in the Bay Area navigating their multicultural, multilingual, racial, and intersectional identities as they make educational and programmatic choices for their children

Geographic Region: Bay Area

Yeshiva University

Research: "JoC Maternal Health: Focusing on Black Jewish Women's Birthing Experiences"

Project Purpose: examining how self-identified Black Jewish women in the U.S. experience and understand their prenatal healthcare experiences with regard to seeking out or working with a healthcare professional of their shared Jewish faith, and to engage the Jewish medical community in dialogue around internal bias

Geographic Region: National

Amplifier@JFNA

Achim Sheli, fiscally sponsored by Congregation Beth El

Project Purpose: development of JoC young adult graphic novel "Jewfro"

Geographic Region: National

Atlanta Jews of Color Council

Project Purpose: general operating support for AJoCC, which seeks to support Jews of Color in the South

Geographic Region: Atlanta

Exploring Black Narratives, fiscally sponsored by The Field

Project Purpose: leadership development JoC actors and teachers in sharing Black playwrights' work in Jewish day schools

Geographic Region: National

Hebrew Seminary

Project Purpose: leadership development for first JoC hard of hearing rabbi's meditation series at rabbinical school for the Deaf and Hard of Hearing

Geographic Region: National

LUNAR: Jewish Asian Film Project, fiscally sponsored by Be'chol Lashon

Project Purpose: general support

Geographic Region: National

TischPDX, fiscally sponsored by Jumpstart Labs

Project Purpose: JoC-led Ethiopian Sigd event in Portland

Geographic Region: Portland, OR ■

Communications

Over the past year, our communications have expanded, reflecting our organizational growth. This December, we completed a major redesign of our website to update the visual style and the layout of content, and to expand our resource offerings. The website features a resource library with original JoCI content, over 30 resources for continued learning, 70 original articles in our newsletter archives, and more.

The new site also serves as a platform for community members to connect, engage in discussion, and share resources; six community boards enable members to post and engage in virtual discussion, including a jobs board, a partner board to spotlight programming, and a grant opportunities board. We will continue to evaluate the effectiveness of the new website by gathering community feedback about user experience and pursuing improvements.

Through our growing network, we have also expanded our social media presence. On Facebook, Twitter, Instagram, and LinkedIn collectively, we have 9,036 followers—a 58.5% increase since last fiscal year.

9,036 FOLLOWERS

 **58.5** percent increase

We reach different target audiences with unique purposes through each platform. For example, LinkedIn facilitates networking with other Jewish and equity-driven professionals and organizations, and it provides a space to feature current JoCI job openings. Our Instagram profile is geared toward younger generations, providing impactful, visually engaging original content on research, grantees, other leaders in the field, resource lists, and more.

Our successful monthly newsletter, *Galim*, is approaching its two-year anniversary. Reaching over 3,000 subscribers, the newsletter features stories about our grantees, research, and community education, providing an in-depth look at the efforts of the Initiative, emerging leaders, and the state of the field. This year, we also featured leaders from partner organizations and participants in our Leadership Fellowship as guest authors, further amplifying the voices of JoC leaders.

In collaboration with Slingshot, the Initiative will soon release an anthology on philanthropy and racial equity,

Racial Equity-Informed Philanthropy: A Funder's Resource from a Jewish Perspective. This book includes six chapters with accompanying Jewish wisdom sections. The chapters are authored by Ilana Kaufman and contributing authors with expertise on the topic: Imani Romney-Rosa Chapman, Rabbi Sandra Lawson, Dr. Analucia Lopezvoredodo, Joanna Ware, and Ginna Green. The anthology is intended to deepen emerging funders' understandings of race, power, possibilities for change in the Jewish philanthropic landscape.

Aligned with our relational approach to grantmaking, we are developing an internal Communications Package to better support grantees. This package will offer non-grantmaking support, such as promoting grantee programming on our social media channels and website to help highlight grantees' accomplishments as they build the field on the ground. ■

Building JoC Community, Growing the Field

Our organizational approach has generated and inspired expansive change since the Initiative launched. Jon Hornstein, Program Director of the Harry and Jeanette Weinberg Foundation, shared his reflections on the Initiative's impact on the field:

"The Jews of Color Initiative is one of the most impactful field building platforms that I have seen during my time in philanthropy, within and beyond the Jewish community. Through original research, community building and convening, and funding of early-stage nonprofits, JoCI has built a tremendous amount of awareness and understanding in a short period of time, and planted seeds for this field to continue to grow and blossom in the years to come. Ilana Kaufman is a visionary leader who has kept the organization laser-focused on its intended goals, and the team at JoCI is best-in-class. I can't wait to see what's next."

Another way we have grown the field is by extending support to young adult JoC leaders. The Leadership Fellowship, housed at our New York Hub, is an integral part of this work, providing the five inaugural Fellows with on-the-ground experience, learning and development sessions, and networking opportunities.

Fellows shared that the cohort has become a supportive group of community members, colleagues, and friends. One Fellow shared: "There is something so beautifully healing about being in a space of your peers, of people that you have only just met and yet resonate and empathize with specific parts of your journey that you always thought you would bear alone. The burden of always having to justify your Jewish faith, defend your right to be in a space, and simply advocate for yourself whether consciously or unconsciously was lifted. Together, we were just Jews—with no need to add 'of color' because there wasn't anything else to which we had to compare ourselves." Another Fellow explained:

"I have a much deeper, and richer understanding of what it means, and looks like for myself and others, to be a Jew of Color. I have a lot more tools to advocate for myself, and also reflect upon the nuanced aspect of my identity. I feel like I can confidently speak to others about being mixed, dual religious, and a JoC in a way I could not have before starting the program."

—Leadership Fellow

One of the Initiative's goals in expanding our investment in community leaders was to prioritize

developing networks and community-building for JoC clergy and spiritual leaders.

In November 2021, we hosted think tanks with Jews of Color who are—or are studying to become—rabbis, cantors, Kohenet Priestesses, and other spiritual leaders in the Jewish community.

From these rich discussions and thought partnership, we laid the groundwork for expanding community support for this specific subset of Jewish leaders of Color, building directly from the needs, interests, and visions expressed by JoC clergy and spiritual leaders in our think tanks.

We are currently working in partnership with Dr. Harriette Wimms, Rabbi Shais Rishon, Shaliakh Tzibur Sabrina Sojourner, and Kohenet Keshira haLev Fife to create dynamic opportunities for connection and cross-pollination of ideas, such as a Divrei Torah Collective, a virtual gathering and resource-sharing space, and the collection and creation of new Jewish end-of-life resources by and for Jews of Color.

Further examining how the Initiative can expand the field for Jewish leaders of Color, we are currently in the early stages of building leadership development and training opportunities directed towards developing leaders into program officers that could occur internally at JoCI.

The new website's six Community Boards also build and strengthen community as vehicles for discussion, networking, cross-pollination of ideas, and resource sharing broadly across the community. Anyone can become a website member at no cost, receiving access to our full library of resources and Community Boards. One member said, "I love and need to connect with other JoCs from around the United States. This platform has the ability to support me to connect to our JoC community and make contributions to our liberation and acceptance in the wider Jewish community." Other members shared that they were seeking community and resources to share as part of DEI efforts with clients in the Jewish community or to actively learn about JoC experiences in support of their JoC partners and children developing a Jewish community in which they are included.

The Initiative continues to extend thought partnership in service of creating more JoC-inclusive and equity-guided programming at the eco-systemic level. The JPro22 conference, which drew 1,200 participants, 12 percent of whom were Jews of Color, reflected the profound impact of collaborating with the Initiative and

JoC leaders in the field. Among the 12 percent, Jewish leaders of Color were represented among co-chairs, speakers, and workshop presenters at the conference, and JoCI team members led several sessions and events, including “Philanthropic Strategy with a Lens of Racial Justice,” and a JoC welcome reception. In an [article](#) following the event, Gamal Palmer and Stacey Aviva Flint say the JPro22 conference “mirrored the diverse demographics of the Jewish community, likely for the very first time at a major, national Jewish event.”

One of the most profound ways the Initiative has grown the field this fiscal year has been through sharing the findings of *Beyond the Count*. Integral to the study’s rollout, the Jews of Color Initiative incorporated programming elements to meet the needs and interests of Jews of Color. Supplementing major speaking engagements, we frequently offered small group discussions or Zoom breakout rooms as JoC-only spaces following the initial presentation of the study. Doing so centered Jews of Color as we collectively grappled with the findings and what they mean for communal next steps and facilitated new connections among JoC attendees.

As part of presenting the findings of *Beyond the Count* to the wider Jewish community, we strengthened our partnerships with major legacy institutions, such as the Union for Reform Judaism and The Religious Action Center, to have more expansive programming and impact. We also used the findings of the study as a launching point for engaging institutional leadership, such as those of Jewish Federations of North America, Hillel International, National JCC Association, and the Network of Jewish Human Service Agencies, among others. In doing so,

we have thought-partnered with these leaders on how to leverage the findings of *Beyond the Count* to make real, tangible change in their institutions and communities.

To ensure that *Beyond the Count* reached as wide an audience as possible, the Jews of Color Initiative implemented a robust, multi-pronged earned media strategy. Throughout the year, stories about JoCI and those that quoted JoCI representatives shared key research findings, called for community change, and highlighted grantees and individuals in our leadership development programs.

Beyond the Count was covered widely across the country in major and local Jewish media outlets, select mainstream media, and philanthropic media. Ilana Kaufman was routinely interviewed as she travelled the country sharing the study’s findings. In February, Ilana was invited to a White House briefing to provide essential findings and recommendations rooted in *Beyond the Count*. As the year progressed, JoCI continued to garner coverage—namely in the *New York Times* and *Washington Post*—elevating the organization’s brand and, critically, amplifying our message. The Jews of Color Initiative is now sought out by reporters to comment on a variety of issues and stories.

In addition to news stories, JoCI developed and placed op-eds that amplified our voice and those of leaders in our network, including one of our Leadership Fellows, Maryam Chishti. Op-eds connected to the JoCI appeared in *JTA*, *Forward*, local Jewish media outlets, and *Hey Alma*. ■

Organizational Changes, Staffing Updates

Our previous Annual Reports documented change through the Initiative's impact on the field in service to Jews of Color. This year, our internal organizational changes—which fuel that service—have been monumental.

On July 1, 2022, the Jews of Color Initiative completed the transition from a fiscally sponsored initiative to a 501c3—an independent nonprofit.

This moment marks the strength of the Initiative as a lasting change-maker in the ecosystem—joining the ranks of the small number of JoC-led nonprofits among

thousands in the Jewish nonprofit sector—and our ability to meet the needs of the field with our team's tremendous efforts.

The Jews of Color Initiative is in a constant stage of growth, which requires a strong team. As the transition to a 501c3 approached, it was clear that expanding JoCI's organizational leadership was essential. In January 2022, the Initiative welcomed two incredible and seasoned leaders to the team—Tonda Case as the Senior Director of Finance and Operations and Arya Marvazy as the Senior Director of Programs. The addition of these exceptional colleagues enabled the Initiative to lay the groundwork for the organization's next phase.

Tonda Case

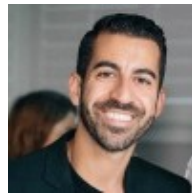


Tonda Case is the Senior Director of Finance and Operations of the Jews of Color Initiative. She is a leadership development professional, consultant, activist, and educator. The principal and founder of T. Case Consulting, she has

provided embodied coaching, guidance on culture change, and strategic program management. Tonda is the former Project Director of the JWOC Resilience Circle at DIMENSIONS Inc., and previously worked as Senior Advisor on the Amazon Connections team. A former board member of Bend the Arc, she is also an alumna of the Selah Leadership Program.

With over 25 years in movement building, her activism focuses on partnership creation, advocacy, and strategic planning in communities of color and in the Jews of Color community. Tonda is a founding member of #JWOCmarching, a Jewish Women of Color racial justice advocacy group that led the 2019 Women's March in Washington, DC. She holds a BA in ethnic studies and an MBA, both from Mills College.

Arya Marvazy



Arya Marvazy is the Senior Director of Programs of the Jews of Color Initiative. He is a first-generation American born to Iranian-Jewish immigrants from Tehran. For nearly 15 years, Arya has cultivated his leadership in Jewish communal

service at Hillel on Campus, Hillel International, and JQ International. A proud queer Jew who is passionate about empowering diverse Jewish identity, enriching equitable Jewish community, and ensuring inclusive pathways toward Jewish continuity, Arya has also served as a lay leader with other Jewish organizations, including JDC Entwine, JPro, AJC, Schusterman's ROI community, and others.

Arya earned his B.A. in psychology at the University of California San Diego and an M.A. in organizational behavior at New York University.

Transitioning to a 501c3 entailed extensive operational development, which was spearheaded by Tonda Case. Our senior leadership used equity best practices to guide decision-making in selecting contractors, services, banks, benefits, and more—all needed to build the necessary finance, human resources, and technology infrastructure. As an independent entity, following five years supported by an Advisory Board structure (fiduciary governance was provided by the fiscal sponsor), we established our first Board of Directors, comprised of highly trained and experienced Jewish leaders of Color who are eager to help guide the Initiative in this new era.

The tremendous efforts of the growing JoCI team require attentive and adaptive administrative choreography. As our team navigated the 501c3 transition, the onboarding of new senior team members, a national rollout of *Beyond the Count*, the establishment of a Board of Directors, and growth in every vertical of our organization, we all relied on the brilliant leadership, vision, and coordinating of Theresa Precia, our Executive Assistant and Board Liaison. Theresa's work enables communication and collaboration among our team—ensuring each of us has access to Ilana when needed—and the impact the Initiative can have in a year's time based on the careful planning of events, consulting, and speaking engagements.

As we continue to both build and tighten our staff team and organizational structure to support and propel the JoCI, 2022–2023 will bring additional changes. We have hired or contracted with a financial services firm, a professional employment organization, a nonprofit legal team, an information technology company, and an insurance broker—all services previously provided by

our fiscal sponsor. And as our responsibilities as well as risks have increased, we have also expanded our communications capacity by contracting with Edelstein Public Affairs. Emma Gonzalez-Lesser will continue to manage internal communications and communications within our network, with Edelstein PA providing additional expertise in media and public relations.

With our grantmaking program increasing in scope and scale—we anticipate exceeding 2021–2022's 70 grants—Gabi Kuhn will move into a Senior Program Officer role. In that role, Gabi will lead JoCI's grantmaking program and help develop the program officer pipeline, supporting up to two new junior program officers on the grantmaking team (see page 7). Finally, in August, Jade Groobman will join the JoCI as a Program Associate, helping to ensure we have the capacity and expertise in place to deliver our work and programs.

Our organizational growth felt particularly salient when our team presented the findings of *Beyond the Count* to leadership at our founding fiscal sponsor, Leichtag Foundation. In 2017, Leichtag Foundation put faith in our mission, and this year we were able to support their institution's paradigm shifts on racial equity through our thought partnership. At this new stage for our organization, it was powerful to share our work with the Leichtag Foundation, the invitation a meaningful nod to the growing impact of our work. As a stand-alone nonprofit, the Initiative is now better poised to serve our grantees, work collaboratively with partner organizations, and more easily engage researchers, consultants, and other contractors critical to our work. We feel enormous gratitude for the Leichtag Foundation seeding and nurturing the JoCI. ■

Support for the Initiative

As an organization that serves Jewish People of Color, a population already systematically marginalized and disproportionately impacted by resource disparities, the Jews of Color Initiative has taken care to develop a sophisticated practice for attracting and managing communal funds. With the transition to a 501c3 in sight, the Initiative set a strategic plan last fiscal year to fortify our budget to successfully develop and implement multi-year plans. Having an increased budget over this past year has enabled the Initiative to provide multi-year funding to our grantees, engage in funding partnerships with colleague funders, build a reserve to sustain our efforts for the long-term, and hire the highly trained staff required for this new organizational stage.

Guided by a framework of racial equity and justice, our theory of change includes the understanding that Jewish communal philanthropy has not actively funded Jews of Color until the last decade.

Our organizational approach uses a lens of equity and justice to redistribute communal funds to support JoC leaders, organizations, and communities. To that end, the Jews of Color Initiative works primarily with Jewish institutional communal funders.

An exciting achievement for the Initiative this year was the renewal of funding from UJA-Federation of New York for the second iteration of our pilot Hub in New York City. In the coming year, the Initiative hopes to build on the successes and growth opportunities of the New York Hub to explore an Incubator in Los Angeles, which is home to the second largest Jewish population in the U.S and has a vibrant JoC community. The renewal of this funding speaks to the measurable impact our New York Hub has had on JoC leaders and the broader Jewish ecosystem in New York City, and the earnest expression of communal interest and need for the work done by the Initiative.

Funders for FY 2021–2022

The following foundations, listed alphabetically, have contributed between \$1,000 to over \$1,000,000

Amalgamated Charitable Foundation

The Beker Foundation

Charles and Lynn Schusterman Family Philanthropies

Crown Family Philanthropies

Donald and Carole Chaiken Foundation

Harry and Jeanette Weinberg Foundation

The Irving Harris Foundation

The Jacob and Hilda Blaustein Foundation

Jewish Community Federation

Jim Joseph Foundation

Lippman Kanfer Foundation for Living Torah

Nathan Cummings Foundation

One8 Foundation

The Righteous Persons Foundation

UJA Federation of New York

Walter & Elise Haas Fund

Young Men's and Young Women's Hebrew Association ■

Appendix

Strategic Priorities, FY 2021–2022

Meet increased demand and needs from community partners. Demand expressed from every eco-systemic level: emerging leaders and organizations, synagogues, not-for-profit organizations, foundations, meta-level network organizations, and from every organizational level: staff, lay leaders, executive leadership. We need to maintain and expand focus on Jewish leaders of Color/led organizations, extend our support for executive leadership, and expand our capacity for high-level thought leadership. Action steps include:

- Coordinating Jewish leaders of Color
- Supporting emerging leaders and organizations
- Establishing new and more funder partnerships to support growing network of organizations led by and focused on Jews of Color
- Deepening partnerships across and among JoC-led and focused organizations
- Organizing and sharpen partnerships with leaders of influence poised to catalyze institutional change
- Building network of JoC clergy who will have the ability to influence the Jewish community through their spiritual and thought leadership

Deepen investments in leadership, research, and policy. While there are new and nascent efforts to develop Jewish leaders of Color, there continues to be an absence of large-scale, well-resourced interventive efforts to deliver excellently trained Jewish leaders of Color to senior leadership opportunities. There continues to be a paucity of research (for the Jewish community) about Jews of Color and multiracial Jewish families. In addition, there are too few Jewish scholars of Color being supported by the Jewish community. Finally, there is an absence of policy (informed by research) to support organizations on being racially inclusive, equitable, and anti-racist. We will:

- Fortify and establish concrete pathways for Jewish leaders of Color (with attention paid to Faith leaders), including placement efforts
- Continue to fund major community research projects building the canon of Jews of Color anchored research in the United States
- Scan and fund the research field through making small to medium-sized grants, *and* collect and make meaning of data
- Partner with social justice funders to focus on funding multiracial, anti-racist paradigm shifts in human resources, and Board, organizational, and professional policies

Expand organizational capacity to deliver the work, and fortify the Jews of Color Initiative for the next phase. We will:

- Move swiftly into a 501(c)(3) position
- Grow and refine organizational, leadership, and staffing structure to effectively respond to current work portfolios while building groundwork and capacity for increasing need and ability to meet demand
- Deepen key organizational partnerships to expand effectiveness (of JoCI and partners), increase ability (depth and breadth) to impact field, and align specific JoCI efforts with organizational colleague efforts like Leading Edge ■