

# Beit Am Equity & Inclusion Committee Charter

## Purpose

The purpose of this committee is to embody and reflect the values of diversity, inclusion, and equity within and beyond Beit Am. This committee is guided by the value of *tzedek* (“Justice, justice shall you pursue” - Deuteronomy 16:20), and takes as its guiding principle that “it is not [our] responsibility to finish the work but neither are [we] free to desist from it” (Pirkei Avot 2:16).

The Beit Am Equity & Inclusion Committee envisions:

- A Beit Am that is actively engaged in the liberation of all people.
- A Beit Am that accepts the responsibility to pursue equity and justice and dismantle oppression for all people as the lived expression of *gemilut hasadim* (acts of loving-kindness) and *tzedakah* (righteousness) as we work toward *tikkun olam* (repair of the world)
  - within our own Beit Am community,
  - and in the local and global communities in which we live.
- A Beit Am where people of all races and ethnicities, sexual orientations and gender expressions, abilities, physical and mental health statuses, socio-economic statuses, ages, and orientations to Judaism are valued, and feel a full sense of belonging.
- A Beit Am where the full diversity of the Jewish community is represented in our spaces, our programming, our curricula, our religious rituals, and our membership.

The purpose of the Equity & Inclusion committee is to work toward this vision on behalf of and in cooperation with the Beit Am community, the Jewish community as a whole, and the global community.

## Responsibilities/Scope

The scope includes all aspects of Beit Am's operations that have direct implications for equity and inclusion. This also includes engagement with equity and inclusion initiatives outside of Beit Am. The Equity and Inclusion committee will:

- Act on and advise the Beit Am membership, committees, and board on issues of equity and inclusion within the Beit Am community including:
  - To assess current practices and procedures at Beit Am and recommend to the board equity & inclusion priorities on behalf of Beit Am.
  - To inform the development of new policies, and review and recommend changes to existing policies. This may include, but is not limited to, policies related to religious and social programming, hiring, education, physical space (accessibility, artwork, etc.), and finances.
  - Sponsor equity related activities, programming, and events.
- Act on and advise the Beit Am membership, committees, and board on issues of equity and inclusion in the broader community such as:
  - Regarding participation in equity activities and initiatives sponsored by community organizations outside Beit Am.

- Regarding participation in local and regional community responses to issues of equity and inclusion.

## Committee Structure

The committee will include 6-10 members, including a representative sample of the diversity of the Beit Am community, with particular participation invited from those who occupy identities that disproportionately experience inequity. At least one committee member will also be a current board member. The committee will include members of varying:

- races and ethnicities, sexual orientations and gender expressions, abilities, physical and mental health statuses, socio-economic statuses, ages, and orientations to Judaism

New members will be recruited by invitation from the current committee, and by announcement to the Beit Am membership. Potential new members will be reviewed and approved by the committee. Considerations for approving new members will include interest/motivation for joining, time commitment available, and the relevant skills and experience the candidate possesses. The process of inviting new members will be reviewed to ensure that the process remains equitable.

Each year the committee will recommend, and the board president will appoint, a committee Chair. The committee will also appoint a Secretary. The Chair and Secretary will serve for one-year terms. The Chair will not serve consecutive terms, but may serve multiple non-consecutive terms. The secretary will keep notes of each meeting and circulate to the committee and to the board member who holds the portfolio under which the committee falls.

For voting purposes a quorum will require 3/4 or greater participation of the committee in synchronous meetings (in-person or virtual meetings) or by email when synchronous voting is not feasible.

This committee will remain a standing committee at Beit Am. The committee will report to the board annually.

## Meetings

The committee will meet monthly, with additional ad hoc meetings as needed. The committee members will decide on an annual basis which days/times the committee will meet each month.

## Finances

On an annual basis the committee will submit a requested budget to the board for funds to be spent at the discretion of the committee for the purposes of enhancing equity and inclusion at

Beit Am and in the community. The budget request will be submitted to the board in December of each year.

The committee will also make recommendations to the board on additional expenditures that exceed the committee's annual budget, including but not limited to additional leadership and staff trainings, curriculum development, and hiring consultants.

Passed by the board on 10/8/2020