



# JEWISH **EDUCATION** PROJECT

## RACE AND GENDER IN THE CONGREGATIONAL SPACE

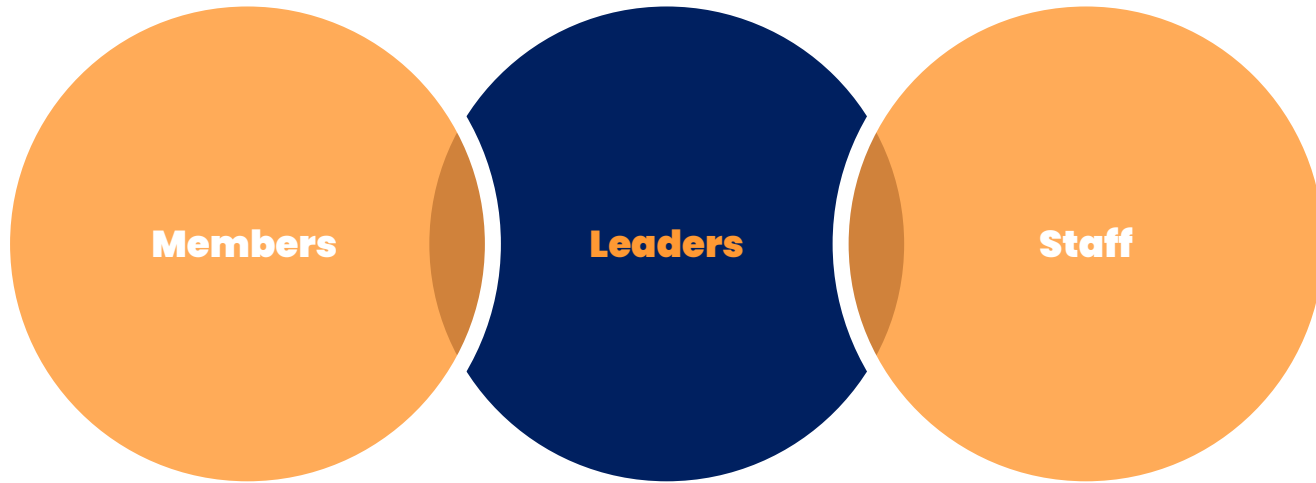


# Hello

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Uprise - consulting for good guys  
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# Our lenses for today



**1.**

**Words We Live By,  
Equity Edition\***

*\*Terms adapted and modified from Center for Study of Social Policy*

# Key Terms

## **Anti-Racism**

Active process of identifying and challenging racism by changing systems, structures, policies, and practices to achieve more equitable power distribution.

## **Equity**

Providing different levels of support and investment based on the needs of the recipient (individual or group) in order to achieve fairness in outcomes.

## **Culture**

The customs, practices, rules, beliefs, identities and more that members of community use to co-create their environments and make meaning.

## **Inclusion**

The feeling of belonging, when individuals of a variety of backgrounds and experiences are valued, welcomed and integrated into all facets of work or programming.

## **Diversity**

Simply refers to variety; having representation of multiple races, ethnicities, genders and sexual orientations will achieve diversity without challenging systemic challenges.

## **Intersectionality**

Refers to the ways in which race, class, and gender and other elements of our identities intersect, and interact, with one another and variable experiences of oppressions.

# Key Concepts

## **Justice**

A newcomer to the acronym of DEI(J), justice is a practice that will help us move to fair, equal or equitable states. Through justice, we pursue policies, practices and attitudes that produce equitable outcomes.

## **White Privilege**

Unearned power and advantages that benefit people just by virtue of being or appearing White.

## **Microaggressions**

Common, intentional or unintentional, verbal and behavioral indignities that communicate or imply hostile or derogatory slights and insults.

## **White Supremacy**

A system of exploitation and domination that consolidates power among White people, and promotes Whiteness as the standard and superiority to other races.

## **SOGIE (UN)**

Sexual Orientation describes the gender(s) of people to whom one is sexually attracted, e.g., lesbian, straight, gay and queer are common descriptors.

Gender Identity refers to how one sees and calls themselves, e.g., terms such as cisgender, transgender, non-binary.

Gender Expression refers simply to how people express their gender in a variety of ways. Masculine, feminine and androgynous are popular terms

**2.**

# **Intersectionality**

// “ ... the thing that’s kind of  
ironic about  
intersectionality is that it  
had to **‘leave town’** in  
order to get famous.

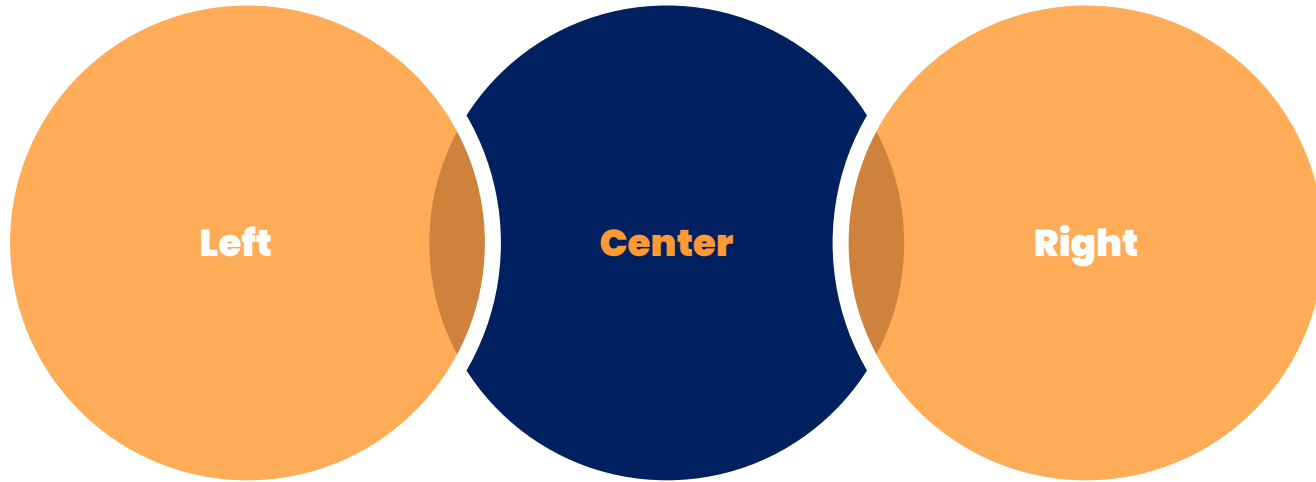
*Kimberle Crenshaw*



# Town



# Moving to the mainstream



# Rallying Cry



# Lightning Rod





**Israel,  
Palestine and  
Intersectionality:  
*A Brief Treatment***

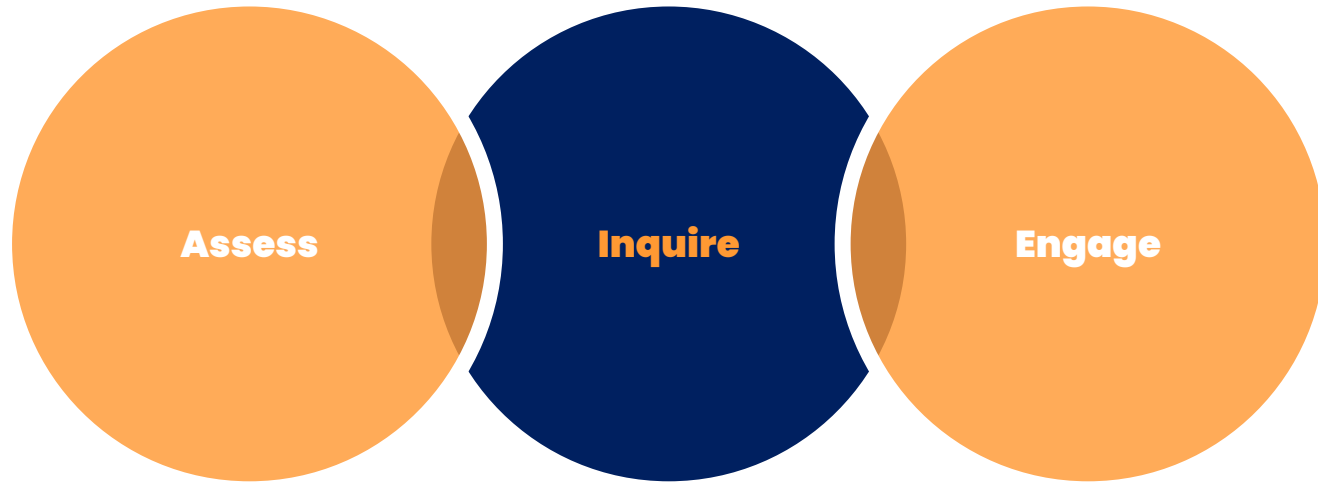


**BREAKOUTS**

**3.**

**Building Great  
Communities**

# What's next?





# Shareable content

[Safety Respect Equality Network](#)

Vox, [The Intersectionality Wars](#)

1A on NPR, [What Does Intersectionality Mean?](#)

[Racial Equity Tools](#)

[Center for Study of Social Policy](#)



# Thanks

## Ready to uprising?

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