

## Resolution PA 2105 - 3

### Unity and Inclusivity in Jewish Leadership

#### THE 16<sup>th</sup> PLENARY ASSEMBLY OF THE WORLD JEWISH CONGRESS,

**ACKNOWLEDGES** that a key objective of the World Jewish Congress Jewish Diplomatic Corps is to secure the continuation of Jewish leadership around the world by engaging and empowering the incoming generation of leaders. For this purpose, the WJC Jewish Diplomatic Corps has committed to advancing equality and inclusiveness of representation in all aspects of its activities as an area of priority for the next generation of Jewish leaders, including the implementation of the program's "Panel Pledge" <sup>\*i</sup> on Gender Equality, and hopes to inspire and progress this noble goal across the Jewish communal world;

**AFFIRMS** the commitment of Jewish community members of the World Jewish Congress to contribute to building a world in which all peoples of every ethnicity, nationality, ability, faith, gender identity or expression and sexual orientation, including Jews, can live with dignity and respect, enjoying the free exercise of their human rights;

**EXPRESSES** our deep commitment to foster a Jewish world defined by unity in which Jews of all streams and denominations, as well as those Jews with disabilities, Jews in multi-faith relationships, secular Jews, Jews of various world views and political persuasions, with particular emphasis on the challenges experienced by Jews of Color and Indigenous descent, Jews of Asian and Pacific Islander descent, and Lesbian, Gay, Bisexual, Transgender and Queer+ Jews, are recognized and able to thrive;

**ASSERTS** our desire to support the objectives of the WJC Jewish Diplomatic Corps as noted above and thus build an inclusive environment reflecting the plurality of the populations we serve;

**ACKNOWLEDGES** our responsibility as Jewish leaders to respect and foster acceptance and inclusion of all Jewish people within our own communities, organizations, leadership, programs and events and therefore:

**RECOMMENDS** that member communities should incorporate inclusivity and equality objectives into all organizational mandates, practices, activities and programs, including but not limited to:



- hiring and promotion, with a special focus on leadership and management positions;
- promoting and encouraging these values in all events, including in the selection of guest speakers, panelists and honorees; and championing inclusiveness of representation in all leadership positions, committees and boards;

**COMMENDS** those organizations which have already taken steps to promote diversity and inclusion, such as the Board of Deputies of British Jews, which recently established a landmark Commission on Racial Inclusivity in the Jewish Community and published a subsequent report, acknowledges the Latin American Jewish Congress for appointing a Commissioner for Gender Equality, and calls upon the WJC to appoint a Commissioner on Gender Equality and inclusion;

**CONFIRMS** our intent to promote the values reflected above within the World Jewish Congress itself and to encourage our affiliates to do the same in the spirit of Art.2.ix of the WJC Constitution.

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**Approved by the 16<sup>th</sup> WJC Plenary Assembly, 25 May 2021**

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**\*i Unity and Inclusivity in Jewish Leadership**

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## **The WJC Jewish Diplomatic Corps Gender Equality Pledge**

We, the signatories, as well as initiatives under our supervision, pledge to enhance and promote the visibility and contribution of female leaders in public and private forums.

We will respond to all requests for participation in public and private forums with an inquiry relating to whether gender-balance has been considered, and, as a condition for participation, we will state our expectation for meaningful and proper gender representation.

We will reserve our right to withdraw at any point, should this not be the case, and, as necessary, we will suggest qualified women from our network or point to available resources in identifying suitable participants to enable proper gender representation.