

FEBRUARY 1, 2021.

AN OPEN LETTER:

THE HOUSE'S COMMITMENT TO THE NO SILENCE ON RACE MOVEMENT

For more than fifteen years, The House has worked to empower young adults to successfully address their real-world challenges and aspirations through a Jewish lens. Our dynamic programming inspires young adults to foster a relevant connection to Jewish wisdom, values, and traditions, and builds strong bonds between community members of diverse backgrounds. We are committed to providing a space that is welcoming to all Jews.

Atrocities portrayed against Black, Indigenous, and People of Colour (BIPOC) communities in 2020 have set-off an awakening around the world and brought much needed attention to the senseless and systemic violence endured by BIPOC individuals. This awakening has reinforced The House's desire to do all the work we must to make a difference. We stand alongside these communities to both grieve the untimely losses, and actively stand up against the systems that have allowed these events to take place. Together, we will do everything we can to ensure a thoroughly anti-racist mentality within our community.

To that end, The House is committed to the **No Silence on Race** movement, standing in solidarity with our friends in the BIPOC community, together protesting systemic racial oppression in all its forms. Our organization is committed to further strengthening our relationships and collaborations with the BIPOC community. To help further these goals, we commit to further educating and sensitizing our organization's volunteer and professional leaders, and young adult community to the issues at hand. This is the beginning of The House's pledge to do our part to dismantle systemic racism and racial biases in the Jewish community.

With that said, The House Toronto is inspired by the 9 pillars of action called upon by No Silence on Race. As an organization, we commit to the following:

- Being the best allies we can be, through the creation of educational programming that emphasizes the importance of anti-racist, inclusive, and equitable Jewish spaces.
- Maintaining a well-educated leadership team that represents anti-racist values in all aspects of our personal and professional lives.
- Recognizing the struggles BIPOC Jews face both within Jewish and global communities.
- Providing spaces for BIPOC Jews to facilitate meaningful discussions to ensure our community stays consistently educated on histories and harsh realities, as well as best anti-racist and anti-oppressive practices.
- Building important relationships with local organizations led by BIPOC communities.
- Implementing policies that enforce non-discrimination policies that aim to create a professional space that celebrates the diversity of Jewish identity.
- Holding ourselves and others accountable to gaps in knowledge and practice that go against an anti-racist ideology.
- Making a point of fostering leadership initiatives that celebrate Jews of colour.
- Amplifying the voices of BIPOC Jews.

Over the next 12-months, The House intends to educate our leadership team and community through programming and to work toward adopting the nine pillars beyond this initial period.

The House stands united with BIPOC communities in Toronto and all over the world in fostering a just, anti-racist society.

Sincerely,



Shira Fenyes

Incoming Chair, The House Board of Directors