

## **Climate Action**

- After discussion around their climate anxiety and paralysis the group decided to move forward discussing action steps around personal, organizational, and youth action.
- Personal actions include modeling behaviors for others
- Organizational actions include adjusting norms and behaviors internally; creating organizational policies to support values
- Youth actions include emotional preparation for climate change and supporting their positivity and hope

## **White(ned) and White Jews**

- Discussed the differences between white supremacy and racism as well as the constructs we are born into and the constructs we choose to perpetuate
- They encouraged sitting with discomfort and shifting the narrative of blame away from the “other”
- Discussed the ways white-supremacy was showing up at JOFEE Network Gathering - specifically how white men were taking up space
- Identified that Israel/Palestine conversations were not present and have a role to play in the ongoing conversations around white supremacy
- Recommendation to hold anti-white-supremacy trainings at communal organizations and schuls
- This group will be forming a book club - for more information email Sophia Sobko - [ms.sobko@gmail.com](mailto:ms.sobko@gmail.com)

## **Indigeneity and Land Justice**

- Discussed decolonization in relationship to time and space
- Appreciated and brought a conversation around Jewish cultural technologies in relation to indigenous land
- Discussed the spiritual and institutional work that should surround this conversation and how to provide and respond to real-time feedback
- Holding truths that we can be empathetic to both Israelis and Palestinians
- Loving our land and embracing justice go hand in hand
- A call to action - educate about Native peoples, provide land acknowledgements at programs, create a budget line-item for giving to Native people’s organizations, invite groups of native speakers and pay them for their time - then show up for them; consider deed transfers and build ongoing and continuing relationships with Native peoples

## **Grief and Wellness**

- We need more spaces to be created that allow people to speak their truth and be heard
- Grief is held in our bodies and land; it is at the forefront of all our movements
- We have an additional need to focus on wellness as a gift allowing ourselves to do healing work in addition to all of our other DEI work
- Remember that “you are your cause” and schedule time for rest and rejuvenation
- Accept that healing is a never-ending process

- We can be good and do good while we are moving through a healing process
- They requested that everyone dedicate time to self-healing in order to further justice work broadly

### **Emergent Group**

- Dialogued across issues particularly around the importance of both personal, interpersonal, and organizational relationships
- Want to push out of the bounds of the insularity of the JOFEE movement

### **Jews of Color**

- A call to action - include Mizrahi and Sephardi Jews, their histories, songs, and narratives in all future Jewish convenings (particularly those relating to farming and agriculture)
- There is a collective need to heal and many of their stories / experiences resonated with one another
- They identified that they were self-editing and censoring their own experiences based on the racial constructs surrounding them
- One member experienced a personal awakening in which he described finding himself in a genuine way for the first time
- JOCs are essential to groups - not additive
- Inclusivity is not a check box
- Accountability and active allyship are needed - eliminate bystandership

### **Trans/Gender Non-Conforming/Non-binary Jews**

- JNG was not initially prepared to accommodate non-binary individuals with bathroom facilities - pleasantly surprised at the quick response but that does not happen in most situations
- Work around transphobia is much deeper and longer than people understand
- Organizations need to increase the number of Trans folks in leadership and particularly trans people of color - this might involve incentivizing folks to attend gatherings like JNG
- They discussed the constructs of "men" and "women" and how "natural" that language might be -- ie we in the JOFEE world should be careful about how much we talk about what is "natural" as a highest-value state of being, as this could imply that there is something "unnatural" (and therefore undesired) about trans people
- Identified that Trans and non-binary individuals are drawn to work with the earth but are under represented in JOFEE spaces
- A call to action - lean in to discomfort

### **Men's Work**

- A lot of time was spent on sharing their feelings and leaning in to a space of safety, practicing vulnerability and supporting one another in emotional labor
- A call to action - create more men's work spaces