

DIVERSITY, EQUITY & INCLUSION VALUE STATEMENT



Shalom Park is a 52-acre campus that is home to multiple Jewish institutions. Jewish text and tradition teach that all people are created *B'Tzelem Elohim*, in the image of God. As such, we strive to recognize and tend to that divine image in our encounters with each person. We are also commanded “*v’ahavta l’reiacha kamocha* – love your fellow human as yourself,” from which we understand that it is up to each of us to care for each other. Additionally, our sages teach about the concept of *pikuach nefesh*, which comes from a text that states: “if you save one life, it is as if you have saved an entire universe.” From this, we internalize the primacy of saving a life. As such, the Foundation of Shalom Park exists to create a safe and healthy environment for all.

We recognize that in society at large, barriers to success and wellbeing exist for everyone, who enters Shalom Park regardless of race, color, national origin, sexual orientation, family status or disability. Our organization is committed to acting as a catalyst to remove these obstacles for the benefit of everyone who works at and visits Shalom Park.

The Foundation’s Equal Employment, Diversity, Equity, Inclusion and Anti-Racism Policy prescribes critical protections against –all discriminatory behavior, including subtler forms that may be indirect or implicit.

Shalom Park was founded and continues to operate on the principle of respect for and embracing the diversity of Jewish religious belief and practice. Building on that ideal, our organization is committed to cultivating a harmonious workplace and community throughout all areas of the campus that:

- Is inclusive of employees, members, visitors and vendors of different backgrounds and beliefs;
- Recognizes and embraces the value and benefits of cultural diversity;
- Promotes respect and fair and equitable treatment for all individuals associated with Shalom Park including (but not limited to) staff, guests, members, congregants and vendors.
- Supports the wellbeing of each person.
- Fosters productive and respectful communication.

We encourage all employees, vendors, volunteers, visitors and others to actively create a harmonious community and to consider the needs of others at all times.

Only by holding ourselves and each other accountable for such behaviors can we truly thrive as a Jewish community and as unique individuals.

This policy is endorsed by the following Shalom Park institutions.

