

# **Racial and Ethnic Makeup of Member Organizations of the Conference of Presidents of Major American Jewish Organizations**

**Robin Washington and David Schafroth  
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## **Executive Summary:**

A survey of the 51 full member organizations of the Conference of Major Jewish Organizations finds that only two groups have Black Jewish members on their board of directors, and only 20 have board members identifiable as Jews of Color in the broadest definition of the term.

Of more than 2,000 board members in total among the 51 groups, only two are identifiable as Black Jews and 49 as Jews of Color, though some may not themselves identify as people of color. Of the latter, 18 Jews of Color belong to a single group, the American Sephardi Federation, whose membership is composed significantly of Jews of North African descent.

Thirty-one groups have no identifiable Black Jews or other Jews of Color as board members.

Three groups have people of color, among them 3 African Americans, not identifiable as Jews, and at least two others have white members who also are not Jews.

The analysis was conducted by journalist Robin Washington and research assistant David Schafroth, who looked at publicly available information for all 51 organizations and 2,000 board members, including names, photographs, news articles and biographical sketches, and family genealogical records.

The term “identifiable” is used to convey the understanding that race and ethnic identity are artificial political constructs with no biological basis in fact, and that an individual’s personal identity may differ from how that person is viewed by

others. The authors readily welcome any corrections, deletions and additions and clarifications to their findings and interpretations.

Racial discrimination, however, particularly against Black people, is very real and made painfully clear with the death in police custody of George Floyd in Minneapolis, a horrific event that has sparked international outrage and calls to end racism. Massive protests have been held in the United States and internationally and statements made decrying institutional racism by many of the Conference of Presidents member organizations themselves, many vowing to support African Americans and Black Jews in particular in seeking to end racism and better welcome their participation in the broader Jewish community.

Estimates of the population of Jews of Color in the United States range from 6 to 15 percent of the total Jewish population, and that of Black Jews no less than 2 percent in the lowest count, with all demographers agreeing their numbers have increased in recent years and will continue to do so.

**Report:**

	<b>Organization</b>	<b>Total Black and Of Color</b>	<b>Black</b>	<b>Other POC</b>	<b>Board Size</b>	<b>Board information on organization website or IRS Form 990</b>
1	American Jewish Committee	0	0	0	27	<a href="https://www.ajc.org/leadership">https://www.ajc.org/leadership</a>  <a href="https://apps.irs.gov/pub/epostcard/cor/135563393_201812_990_2019101816761918.pdf">https://apps.irs.gov/pub/epostcard/cor/135563393_201812_990_2019101816761918.pdf</a>
2	AE Pi	0	0	0	11	<a href="https://www.aepi.org/about/about-aepi/staff-lay-leadership/#supreme-board-of-governors">https://www.aepi.org/about/about-aepi/staff-lay-leadership/#supreme-board-of-governors</a>

3	Ameinu	0	0	0	22	<a href="https://www.ameinu.net/leadership/">https://www.ameinu.net/leadership/</a>
4	American Friends of Likud	0	0	0	2	<a href="https://www.aflikud.org/aboutus">https://www.aflikud.org/aboutus</a> <a href="https://apps.irs.gov/pub/epostcard/corr/133935945_201812_990_2020012717070408.pdf">https://apps.irs.gov/pub/epostcard/corr/133935945_201812_990_2020012717070408.pdf</a>
5	AIPAC	1 Colombian	0	1	77	<a href="https://apps.irs.gov/pub/epostcard/corr/530217164_201809_990O_2019100716725210.pdf">https://apps.irs.gov/pub/epostcard/corr/530217164_201809_990O_2019100716725210.pdf</a>
6	American Jewish Congress	1 Born, Pakistan	0	1	11	<a href="https://ajcongress.org/leadership/">https://ajcongress.org/leadership/</a> <a href="https://apps.irs.gov/pub/epostcard/corr/131679610_201812_990_2020012417068710.pdf">https://apps.irs.gov/pub/epostcard/corr/131679610_201812_990_2020012417068710.pdf</a>
7	American Jewish Joint Distribution Committee	4 Filipino Chilean (2) Iranian	0	4	129	<a href="https://www.jdc.org/about/officers-board-members/">https://www.jdc.org/about/officers-board-members/</a> <a href="https://apps.irs.gov/pub/epostcard/corr/131656634_201812_990_2020012817076468.pdf">https://apps.irs.gov/pub/epostcard/corr/131656634_201812_990_2020012817076468.pdf</a>
8	American Sephardi Federation	36 Yemenite/Ethiopian Iraqi (4) Moroccan (3) Egyptian (2) Spanish Sephardic (2) Greek Sephardic Mizrahi undefined	1	18	36	<a href="http://americansephardi.org/about/board-of-trustees/">http://americansephardi.org/about/board-of-trustees/</a>

		Palestine (Pre-1948) Jamaican-descent Turkish Brazilian Cuban				
9	American Zionist Movement	1 Sephardic, born Netherlands	0	1	11	<a href="https://azm.org/about/officers">https://azm.org/about/officers</a>
10	American-Israel Friendship League	2 African American (not Jewish) 2	2	0	56	<a href="https://www.aifl.org/about">https://www.aifl.org/about</a>  <a href="https://apps.irs.gov/pub/epostcard/cor/237252135_201812_990_2019110116812279.pdf">https://apps.irs.gov/pub/epostcard/cor/237252135_201812_990_2019110116812279.pdf</a>
11	Americans for Peace Now	1 (Born Mexico of Ukrainian parents)	0	1	32	<a href="https://peacenow.org">https://peacenow.org</a>
12	AMIT	0	0	0	38	<a href="https://amitchildren.org">https://amitchildren.org</a> <a href="https://amitchildren.org/our-leadership/#officers1">https://amitchildren.org/our-leadership/#officers1</a> <a href="https://issuu.com/jaclynamitchildren">https://issuu.com/jaclynamitchildren</a>
13	ADL	2 Sikh Muslim Iranian	0	2 *Not publicly described as Jewish	17	<a href="https://www.adl.org/who-we-are/our-organization/our-board-of-directors">https://www.adl.org/who-we-are/our-organization/our-board-of-directors</a>
14	Association of Reform Zionists of America	0	0	0	0 (No board appears on	<a href="https://arza.org/who-we-are/arza-leadership/">https://arza.org/who-we-are/arza-leadership/</a>

					website; no 990 on Guidestar or IRS)	
15	B'nai Zion	1 U.S. born, Possibly Brazilian ancestry	0	1	17	<a href="https://www.bnaizion.org/about-us/our-people">https://www.bnaizion.org/about-us/our-people</a>  <a href="https://www.bnaizion.org/about-us/who-we-are/infrastructure/?/videos/infrastructure/">https://www.bnaizion.org/about-us/who-we-are/infrastructure/?/videos/infrastructure/</a>
16	B'nai B'rith International	5 Argentinian Panamanian Uruguayan Mexican Chilean	0	5	24	<a href="https://www.bnaibrith.org/2019-annual-report-executive-board-of-directors.html">https://www.bnaibrith.org/2019-annual-report-executive-board-of-directors.html</a>
17	Central Conference of American Rabbis	1 Iranian father Possibly Hispanic	0	1	20	<a href="https://www.ccarnet.org/board-of-trustees/">https://www.ccarnet.org/board-of-trustees/</a>
18	Committee for Accuracy in Middle East Reporting in America (CAMERA)	0	0	0	21	<a href="https://www.camera.org/">https://www.camera.org/</a>  <a href="https://apps.irs.gov/pub/epostcard/corr/521332702_201812_990_2020011417032410.pdf">https://apps.irs.gov/pub/epostcard/corr/521332702_201812_990_2020011417032410.pdf</a>
19	Development Corporation for Israel / State of Israel Bonds	0	0	0	18	<a href="https://www.israelbonds.com/About-Us/Leadership/Leadership.aspx">https://www.israelbonds.com/About-Us/Leadership/Leadership.aspx</a>
20	Emunah of America	0	0	0	72	<a href="https://emunah.org/our-projects/boar">https://emunah.org/our-projects/boar</a>

						<a href="#">d-staff/</a>
21	Friends of Israel Defense Forces	3 Iranian 3	0	0	65	<a href="https://www.fidf.org/about-fidf/meet-board-staff">https://www.fidf.org/about-fidf/meet-board-staff</a>
22	Hadassah, Women's Zionist Organization of America	0 (One woman has Hispanic married name)	0	0	32	<a href="https://www.hadassah.org/who-we-are/national-assembly.html">https://www.hadassah.org/who-we-are/national-assembly.html</a>
23	HIAS - The Jewish Organization for Refugees	2 Cuban Iranian	0	2	24	<a href="https://www.hias.org/sites/default/files/10.19_-_hias_ar2019_layoutoptions_v35_web.pdf">https://www.hias.org/sites/default/files/10.19_-_hias_ar2019_layoutoptions_v35_web.pdf</a>
24	Hillel: The Foundation for Jewish Campus Life	0	0	0	19	<a href="https://www.hillel.org/about/leadership/board-leadership">https://www.hillel.org/about/leadership/board-leadership</a>  (larger international/advisory board)
25	JCC of North America	0	0	0	59  82 listed in 990	<a href="https://jcca.org/about-us/board-of-directors/">https://jcca.org/about-us/board-of-directors/</a> Huge; about 75 <a href="https://jcca.org/app/uploads/2019/12/990_Final_Signed.pdf">https://jcca.org/app/uploads/2019/12/990_Final_Signed.pdf</a>
26	Jewish Council for Public Affairs	0	0	0	30	<a href="https://www.jewishpublicaffairs.org/jc-pa-board-of-directors/">https://www.jewishpublicaffairs.org/jc-pa-board-of-directors/</a>
27	Jewish Federations of North America	1 Surname has Latin American/Argentine associations	0	1	26 101 full board	<a href="https://apps.irs.gov/pub/epostcard/cor/131624240_201806_990_2019052316338970.pdf">https://apps.irs.gov/pub/epostcard/cor/131624240_201806_990_2019052316338970.pdf</a>  <a href="https://cdn.fedweb.org/fed-42/2/JFNA">https://cdn.fedweb.org/fed-42/2/JFNA</a>

		Woman with Chinese surname from husband				<a href="#">Board of Trustees 2018 2020 as of 9 18 19.pdf</a>
28	Jewish Labor Committee	0	0	0	26	<a href="http://www.jewishlabor.org/">http://www.jewishlabor.org/</a>  990 Board list <a href="https://pdf.guidestar.org/PDF/Images/2018/131/675/2018-131675650-17076710-9.pdf">https://pdf.guidestar.org/PDF/Images/2018/131/675/2018-131675650-17076710-9.pdf</a>
29	Jewish National Fund	0	0	0	7	<a href="https://www.jnf.org/menu1/jnf-in-your-area/national">https://www.jnf.org/menu1/jnf-in-your-area/national</a>
30	Jewish Women International	0	0	0	16	<a href="https://www.jwi.org/about">https://www.jwi.org/about</a>
31	MERCAZ USA Zionist Organization of the Conservative Movement	1 Greek-born of Turkish father	0	1	76	<a href="https://www.mercazusa.org/who-we-are/board-of-directors/">https://www.mercazusa.org/who-we-are/board-of-directors/</a>  <a href="https://apps.irs.gov/pub/epostcard/cor/521171542_201806_990_2019051616307384.pdf">https://apps.irs.gov/pub/epostcard/cor/521171542_201806_990_2019051616307384.pdf</a>
32	Na'Amat USA	0	0	0	20	<a href="https://naamat.org/about/our-mission-leadership/">https://naamat.org/about/our-mission-leadership/</a>
33	National Council of Jewish Women	0	0	0	21	<a href="https://www.ncjw.org/about/leadership/">https://www.ncjw.org/about/leadership/</a>  <a href="https://www.facebook.com/photo.php?fbid=10157928964100688&amp;set=t.10007889804444&amp;type=3&amp;theater">https://www.facebook.com/photo.php?fbid=10157928964100688&amp;set=t.10007889804444&amp;type=3&amp;theater</a>

34	National Council of Young Israel	0	0	0	22	<a href="https://youngisrael.org/board-of-directors/">https://youngisrael.org/board-of-directors/</a>
35	National Coalition Supporting Eurasian Jewry	0 (of 17 in IRS filing)	0	0	17 (Listed in IRS filing)	<a href="http://ncsej.org/board1">http://ncsej.org/board1</a> <a href="https://apps.irs.gov/pub/epostcard/cor/132700517_201812_990_2020020717122706.pdf">https://apps.irs.gov/pub/epostcard/cor/132700517_201812_990_2020020717122706.pdf</a>
36	ORT America	2 Argentine Mexican	0	1* (Geography)	30	<a href="https://ortamerica.org/aboutus/our-board/">https://ortamerica.org/aboutus/our-board/</a>  <a href="https://ortamerica.org/news/photos/2018-annual-meeting-photo-gallery/">https://ortamerica.org/news/photos/2018-annual-meeting-photo-gallery/</a>
37	Rabbinical Assembly	0	0	0	5 (Only officers listed)	<a href="https://www.rabbinicalassembly.org/about-us-0">https://www.rabbinicalassembly.org/about-us-0</a>
38	Rabbinical Council of America	0	0	0	58	<a href="http://www.rabbis.org/">http://www.rabbis.org/</a>  <a href="https://www.facebook.com/The-Rabbinical-Council-of-America-RCA-419126724825332/">https://www.facebook.com/The-Rabbinical-Council-of-America-RCA-419126724825332/</a>
39	Religious Zionists of America	0	0	0	14	<a href="https://rza.org/leadership/">https://rza.org/leadership/</a> <a href="https://apps.irs.gov/pub/epostcard/cor/135611746_201808_990_2019091616652268.pdf">https://apps.irs.gov/pub/epostcard/cor/135611746_201808_990_2019091616652268.pdf</a>
40	The Jewish Institute for National Security of America	0	0	0	20	<a href="https://jinsa.org/about/?tab=board-of-directors">https://jinsa.org/about/?tab=board-of-directors</a>  Advisory board has

						1 black politician 1 Hispanic general 1 Asian general (non-Jews)
41	UJA Federation of New York	1 Iranian  Woman with Spanish surname from husband	0	1	173	<a href="https://www.ujafedny.org/who-we-are/our-leadership">https://www.ujafedny.org/who-we-are/our-leadership</a>  <a href="https://www.ujafedny.org/api/v2/assets/789931">https://www.ujafedny.org/api/v2/assets/789931</a>
42	Union for Reform Judaism	3 African American Jewish  Chinese American Jewish  Spanish surname	1	2	250+	<a href="https://urj.org/urj-north-american-board-trustees">https://urj.org/urj-north-american-board-trustees</a>  <a href="https://www.2018annualreport.urj.org/board-staff">https://www.2018annualreport.urj.org/board-staff</a>
43	Orthodox Union	0	0	0	37 (BOD, not governors)	<a href="https://www.ou.org/programs/">https://www.ou.org/programs/</a> <a href="https://www.ou.org/ou-lay-leadership-national-officers/">https://www.ou.org/ou-lay-leadership-national-officers/</a>
44	United Synagogue of Conservative Judaism	0	0	0	36	<a href="https://uscj.org/about/board">https://uscj.org/about/board</a>
45	Women of Reform Judaism	0	0	0	17	<a href="https://wrj.org/wrj-board-directors">https://wrj.org/wrj-board-directors</a>
46	Women's International Zionist Organization	4 Argentinian  From Miami; school in	0	3	18	<a href="https://wizousa.org/who-we-are/">https://wizousa.org/who-we-are/</a>

		Panama City Iranian (2) Venezuelan				
47	Women's League for Conservative Judaism	2 Iranian  Sephardic/Arabic possible maiden name	0	2	192	<a href="https://www.wlcj.org/about/board/">https://www.wlcj.org/about/board/</a>
48	Workmen's Circle	1	1 Black, not Jewish	0	15	<a href="http://www.circle.org">http://www.circle.org</a> <a href="https://circle.org/who-we-are/board-of-directors/">https://circle.org/who-we-are/board-of-directors/</a>
49	World ORT	1 Hispanic-Sephardic name, no other identifying info	0	1	14	<a href="https://www.ort.org/en/about-ort/leadership-team/">https://www.ort.org/en/about-ort/leadership-team/</a>
50	World Zionist Organization	2 Uruguayan  Argentinian  Born Pakistan, of Russian parents	0	2	34	<a href="https://www.wzo.org.il/index.php?dir=site&amp;page=articles&amp;op=category&amp;cs=3150">https://www.wzo.org.il/index.php?dir=site&amp;page=articles&amp;op=category&amp;cs=3150</a>
51	Zionist Organization of America	0	0	0	45	<a href="https://zoa.org/chapters/990:https://projects.propublica.org/nonprofits/display_990/135628475/11_2019">https://zoa.org/chapters/990: https://projects.propublica.org/nonprofits/display_990/135628475/11_2019</a>

						<a href="#"><u>prefixes_11-20%2F135628475_201812_990_2019110416814411</u></a>
	Plus 3 affiliates				2000+ total	

**About the Authors:**

Robin Washington has written extensively about Jewish racial diversity more than 30 years. The former executive editor of the Duluth News Tribune and a fellow in Science Broadcast Journalism at WGBH Boston, he has led numerous investigations on subjects ranging from medical mistakes to the Catholic Church sexual abuse scandal. He is a Research Fellow of the Institute for Jewish & Community Research and a regular contributor to newspapers and broadcast media nationwide.

David Schafroth has assisted Washington on data analysis research, including a previous study of board diversity of public companies and top private concerns. He has also co-authored and contributed to reports with Washington for institutions including the Massachusetts Institute of Technology and the Minnesota Environmental Partnership.