

## **Kehillah Code of Conduct/Covenant (Draft)**

### **The Kehillah Covenant**

We are a thriving and diverse Jewish community, based in Stoke Newington. We are proud of our inclusive, friendly and innovative approach to building a Jewish community. We come from many different Jewish backgrounds, and many of us are in mixed relationships and have family from non-Jewish backgrounds.

We aim to create a welcoming, inspiring and creative Jewish space, where we can collectively and individually share and develop our identities and experiences as Jews living in the inner city.

To help us cultivate and maintain a space that is true to our values, we follow a code of conduct – which we view as a ‘covenant’ or ‘Brit’ between all of us as members of Kehillah.

Within that covenant, we encourage ways of behaving towards one another that foster inclusivity, diversity and a better world:

1. We strive to ensure that we are welcoming to all Jews, anyone who wants to become Jewish, and non-Jews who are connected to members of the wider community.
2. We strive to treat *everyone* with interest, respect and dignity. This includes a commitment to opposing all forms of oppression and to working towards ending oppression, both within our community and in the wider world.
3. We celebrate that we are a community which is extremely diverse, with people from different backgrounds, different perspectives and different ways of being Jewish.
4. We acknowledge that being part of a truly diverse community has its complexities and that sometimes we may make mistakes in how we treat each other. But we are committed to doing *teshuvah*/making right when we fall short. We recognise that genuine inclusivity is a journey and as a community, we are always trying to do better. (In fact, learning is another Kehillah core value.)
5. We are committed to holding each other to account if and when any of our members experience discrimination, harassment or other behaviour that makes them feel unwelcome or uncomfortable. We have a Complaints Procedure in place as a framework to enable holding each other to account. If necessary, that procedure can also allow us to make changes to the

community to ensure that everyone continues to feel valued, respected and welcome. We actively work towards a community culture that enables people to voice and resolve issues that they have experienced that have made them feel uncomfortable, underserved or unwelcome, and give feedback informally to make change.

6. We evaluate our Covenant on a regular basis and will continue to adapt it as we evolve.