



# OUR PATH FORWARD

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Strategic Plan for 2025–2028  
Executive Summary



# Introduction

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Our Jewish community — and our world — changed forever on October 7, 2023, when Hamas terrorists attacked Israel in the worst massacre since the Holocaust. Jewish hate reverberated across the globe, and the ground began to shift under American Jews. We saw a staggering rise in antisemitism and anti-Zionism, and we found ourselves living and working among business, government, college, and education leaders who didn't understand what was happening — and didn't know how to support the Jewish community.

This strong wave of antisemitism after October 7 coupled with the lack of understanding by civic and private institutions in Boston demanded that we do more. Tapping into our strength as an innovator and convenor and building on work CJP had already started through an initial task force, CJP answered the call of the moment by launching the Center for Combating Antisemitism (CCA), a central hub for all local efforts to respond to the rise in antisemitism in Greater Boston.

CCA unifies Boston's resources to foster greater understanding among Boston's civic society, and to help our broader community identify and respond to antisemitism. We connect with stakeholders across all sectors, evaluating and piloting new strategies to educate and activate the broader community — and empower members of our own Jewish community to respond.

In CCA's first year, CCA built up its staff, structure, and clarified the longer-term strategy, outcomes and business plan, while ensuring immediate needs were met.

CCA's long-term vision of building up and supporting community members and civic institutions in Boston to learn and engage, including across differences, has never been more urgent and important.



# CCA MISSION, VISION, AND VALUES

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## CCA's mission

CCA seeks to make antisemitism socially and politically unacceptable in Greater Boston, with a focus on higher and K–12 education, workplaces and civic spaces, and to ensure that our Jewish community can live safe and joyous Jewish lives.

## CCA's vision

Our vision is of a Greater Boston Jewish community where members are empowered and supported, and have clear and effective resources, tools, and capabilities that meet the moment and foster action against antisemitism. We envision a stronger and expanded coalition of Jewish and non-Jewish leaders and allies across Greater Boston working together to ensure antisemitism is socially and politically unacceptable.

## CCA's approach

CCA works collectively and collaboratively with partners, leaders, and organizations locally and nationally. As a funder, convener, and the central hub of local, coordinated efforts, CCA strives to close gaps, reduce redundancies, and identify opportunities for collective action.

## Foundational values and approaches

- We start with **engagement and relational approaches** to address antisemitism that position CCA as a trusted partner to civic leaders while creating spaces for learning and deeper allyship. We value engagement across differences and recognize that, at times, we need to compromise in the name of our shared goals and collective action.
- We value **empathy, curiosity, and brave conversations**. We reject false binary frames of thinking and worldviews that divide and reduce the world and human beings into overly simplified categories.
- CCA centers **research and evaluation** in assessing effectiveness of different approaches and progress toward our mission and vision



# CCA YEAR 1 IMPACT

Since its launch in spring of 2024, CCA rapidly mobilized partners and resources in support of three initial, high-level goals:

1

Mobilize civic leaders and engage them in our work to ensure that their institutions are safe and supportive places and spaces for all Jews.

2

Educate the next generation — and the academic institutions that serve them — about antisemitism, Jewish history, and Jewish life to ensure that both can confidently respond to acts of hate.

3

Help ensure that our Jewish community remains strong, safe, and vibrant by partnering with and expanding CJP's successful Communal Security Initiative.



United in support: More than 1,500 community members gathered together for CCA's Stand up for Jewish Students rally in April 2024.



Mobilized community support for the successful approval of \$5.25 million in FY25 state grant funding to support communities at risk of hate crimes, as well as security enhancements — an increase of \$1.25 million from the year before.



Trained 1,000+ local professionals — from campus staff to industry leaders — on understanding antisemitism with a focus on high-impact institutions such as Harvard and Mass General Brigham (the state's largest employer).



Provided CCA-sponsored tickets to 10,000 students including from Boston Latin School, Revere Public Schools, and Chelsea Public Schools to visit the traveling Auschwitz exhibition in Boston.



Convened over 50 Jewish employee leaders from over 35 different corporations in Greater Boston to empower them with tools to lead on combating antisemitism within their workplaces.



Worked with CJP's Communal Security Initiative (CSI) and the ADL to expand capacity to track and respond to antisemitic incidents and convened community organizations to align on a joint strategy for handling incident response.

## Conclusion

These successes and learnings from CCA's inaugural year have helped shape a clear and cohesive set of priorities and outcomes for the next three years (outlined in the following section) and set a foundation for transformational and long-term change. These priorities focus on areas where we've learned CJP can make the greatest impact — leveraging its sphere of influence to drive meaningful local change, even amid national and global headwinds.



# LOOKING AHEAD: LONG-LASTING OUTCOMES

CCA's strategy for the next three years focuses on: (1) scaling our work to engage and educate leaders of civic and private institutions in Greater Boston to take action within their institutions on antisemitism, building a civic safety net for Jews in Boston; and (2) piloting and growing new initiatives to bring together and activate Jewish community activists, including employees, teachers, parents, and community leaders to take action on antisemitism. We are taking this dual approach with the aim of creating measurable impact, pushing antisemitism out of public life in Boston and shaping a more inclusive civic future.

## In the next three years, CCA will:

- Connect to and bring together every workplace Jewish Employee Resource Group or affinity group in Greater Boston
- Train 5,000 leaders on antisemitism
- Graduate 75 Jewish community members and activists from a new bootcamp training grown from pilot cohorts

# LOOKING AHEAD: LONG-LASTING OUTCOMES

To achieve our ambitious goals, we will focus on five specific priority areas for the next three years that address both strengthening civic spaces and influencing educational institutions:

## Strengthen civic spaces:

### Advance workplace efforts

Advance innovative and first-of-their-kind efforts inside Boston workplaces to address antisemitism and support Jewish employees.

#### Outcomes:

- Leaders of Greater Boston Jewish Employee Resource Groups will feel that their workplaces are more inclusive and welcoming and feel better equipped to support and advocate for Jewish employees
- Greater Boston's Business Leaders will gain knowledge and confidence in responding to antisemitism, speak out about antisemitism, and incorporate Jewish inclusion in their internal companies' policies and practices



### Engage civic leaders

Engage civic leaders (nonprofit, philanthropic, government) to proactively and reactively address antisemitism, cultivating productive allyship and a stronger collective stance against antisemitism in Boston.

#### Outcomes:

- Civic leaders promote relevant policies and actions and take actions within their own institutions to address antisemitism



### Build a powerful network of local activists

Recruit, train, and mobilize networks of Jewish community members who are trained to productively lead on countering antisemitism in their communities.

#### Outcomes:

- Jewish community activists become a part of a large network of activists, learn best practices in community organizing, practice allyship and engage with other communities, and feel more confident in leading on issues of antisemitism



# LOOKING AHEAD: LONG-LASTING OUTCOMES

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## Influence educational institutions:

### Improve the culture on campuses for Jews

Support administrators and faculty in preventing and responding to antisemitic rhetoric and activities.

#### Outcomes:

- University leaders gain understanding and confidence to act in response to antisemitism
- University leaders implement specific policies to address antisemitism



### Strengthen K-12 support and curriculum

Ensure K-12 public school districts and independent schools in Greater Boston areas known to have high Jewish population density are working to achieve culture changes that address antisemitism.

#### Outcomes:

- School leaders gain an enhanced understanding of antisemitism, develop clear policies to address antisemitism in schools, and implement relevant curricular materials



## Jewish Communal Security

While these priority areas build and grow CJP's work to reform civic spaces to address antisemitism, we need to continue to provide support and funding to meet the security needs of the Greater Boston Jewish community and respond to antisemitic incidents at the same time.

CJP's Communal Security Initiative (CSI) provides professional security advice, support, and funding to meet the needs of the Greater Boston Jewish community and beyond. This work is critical as the Jewish community faces record-high levels of antisemitic incidents and attacks. As CCA focuses on engagement, education, and advocacy, CSI plays a critical role in CJP's work to combat antisemitism, with a focus on security support and incident response.





# OVERVIEW OF IMPLEMENTATION



## How we'll do it

Achieving the goals described in this plan requires detailed execution that is supported by a robust operational infrastructure. As with any startup, CCA must continue to build its resources, structures, and systems to ensure effective execution. Specifically, over the course of this plan, CCA will:

- Engage in strengthening and building partnerships
- Solidify the staff and human resources structure and roles
- Invest in communications
- Evaluate the impact of the work





A woman with curly blonde hair and sunglasses is holding a large blue sign high above her head. The sign has white text that reads "Boston stands against antisemitism". At the bottom of the sign, there is a white banner with the text "CENTER FOR COMBATING ANTISEMITISM" and a small logo. The background shows a crowd of people at a demonstration, with other blue signs and American flags visible. The scene is set on a city street with buildings in the background.

Boston  
stands  
against  
antisemitism

CENTER FOR COMBATING  
ANTISEMITISM



## Join us

As a startup, CCA successfully established itself and is now poised to accelerate its impact and continue to reach a broader audience. By focusing on the key priorities while continuing to be flexible and responsive to changing circumstances, CCA will establish itself as a robust, sought-after partner to advance our vision of a future that's safe and secure for all Jews, in Greater Boston and beyond.

Visit [cjp.org/cca](https://cjp.org/cca) to learn more and get involved.