



safety respect equity

## SRE Network Standards Self-Assessment

### Introduction

Thank you for taking the time to complete the Standards Self-Assessment (SSA). Completing this assessment will serve as your submission to become a SRE Network member or renew your membership. Following your submission of the SSA, SRE Network staff will process your membership and send you an email confirming your membership and sharing next steps.

### The Purpose

The SSA is an annual accountability and learning opportunity for your leadership to assess your organization's progress and areas for continued growth on your journey towards implementing [the SRE Network Standards](#). (The Standards were designed by experts to prevent and address discrimination and harassment in Jewish workplaces and communal spaces.) The SSA also helps SRE Network measure members' progress and identify areas of improvement so we can dedicate time, resources, training, and funding to areas with the most significant needs.

### The Guiding Values

The Standards are guided by the following values:

- **Safety:** Our environments are free from harassment, abuse, and violence.
- **Respect:** We each engage one another with the Jewish value of *kavod habriyot*, which recognizes the inherent dignity of each and every person.
- **Equity:** All people are treated fairly. Meaningful pathways and access to opportunities and advancement are provided to close demographic disparities.

### Taking the Assessment

- The assessment consists of 49 questions and will take you approximately 30-45 minutes to complete.
- It is divided into sections that relate to the SRE Standards: Leadership & Accountability; Policies & Guidelines; Reporting & Response; and Education & Training.
- We recommend that the person(s) who lead or manage your organization's safety, respect, and equity work completes the SSA.
- You will not be able to save your progress while filling out the online form. We recommend **previewing the questions** and preparing your responses in advance.
- Scoring: A score will be calculated based on your responses to help identify your organization's areas for growth opportunities. At the end of the assessment, you will be emailed your overall score, as well as the scores for each section. Most questions will ask you to respond using the options "Yes" "Somewhat" and "No", in which Yes = 2 points, Somewhat = 1 point, and No = 0 points.
- \* = diagnostic question added in the 2024 SSA.

### Confidentiality

SRE Network guarantees the confidentiality of all organizations' responses to this assessment. We are committed to ensuring no individual organization's data provided in this assessment is ever made public, sold, licensed, or shared with any other person or entity, including without limitation, individual, or organizational

members of SRE Network or with SRE Network's fiscal sponsor, New Venture Fund. Any quantitative data that is shared (or used) by us will be in the aggregate without identifying information. Any qualitative information that is shared publicly, such as survey experience stories, will be shared without identifying information or attribution to ensure anonymity of the respondent.

If you have any questions, please contact [info@srenetwork.org](mailto:info@srenetwork.org).

## Contact Information & About the Organization

**Organization Name**

**Your Name**

**Email**

**Title**

**Phone**

**Are you involved in leading or managing your organization's safety, respect, and equity work?**

- Yes
- No

**What is your role within the organization?**

- CEO/Executive Director
- COO/Director of HR/Chief Talent Officer
- Board Chair/President or member
- Senior Clergy Member
- Other, please specify \_\_\_\_\_

**Website**

**Organization Address**

**What primary type of organization do you represent?**

- Academic institution
- Campus serving institution
- Communal organization (including JCCs, Federations, etc)
- Foundation or Philanthropic institution
- National network organization (including clergy networks or denominational umbrellas)
- Synagogue
- Social justice/advocacy organization
- Youth or teen serving organization
- Other

**What is the size of your organization?**

- 2-5 employees
- 6-15 employees
- 16-25 employees
- 26-50 employees
- 51+ employees

**Please share your organization's mission statement.**

**This assessment is a:**

- Membership renewal
- First-time membership application

I'm not sure if the organization is already a [member](#)

**4. Which members of the organizational leadership will be involved in leading your organization's safety, respect, equity work? (check all that apply)**

- CEO/Executive Director
  Senior Clergy Member  
 COO/Director of HR/Chief Talent Officer
  Other, please specify \_\_\_\_\_  
 Board Chair/President or member

## Assessment

### Leadership and Accountability

The leadership of an organization plays a key role in creating safe, respectful, and equitable workplaces and communal spaces. For the purposes of this self-assessment, we define leadership as the key representatives of the organization, which often includes senior management and the board. This section will assess how your leadership is advancing your organization's safety, respect, and equity work. This section is scored out of 18 points.

		Yes	No	Somewhat
1.	Does the leadership of your organization communicate the importance of a diverse and inclusive workplace that is free of discrimination and harassment?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Does your workplace conduct an internal audit, climate survey, cultural assessment, or engagement survey of employees (e.g., Leading Edge survey) to assess and address workplace risk factors regarding discrimination and harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Does the leadership of your organization take thoughtful and effective action based on the findings of your climate survey?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Does the leadership communicate those action steps with employees and the board?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Has the leadership of your organization communicated your SRE Network membership commitment, including the Standards, with your staff and board?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Does the leadership of your organization communicate clear annual goals and objectives to intentionally create and sustain a safe, respectful, and equitable culture and climate?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Does the leadership of your organization allocate time, money, and resources annually to prioritize each of the following areas? <i>Help text: If time, money, or resources are allocated, but it feels insufficient, please mark "somewhat."*</i>			
	Safety (Environments are free from harassment, abuse, and violence.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Respect (People engage one another with the Jewish value of <i>kavod habriyot</i> , which recognizes the inherent dignity of each and every person. (Including work to create a healthy culture as well as diverse and inclusive culture)).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Equity (All people are treated fairly. Meaningful pathways and access to opportunities			

\* New diagnostic question added in the 2023 SSA

		Yes	No	Somewhat
	and advancement are provided to close demographic disparities.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	<p>Which of the following areas has your leadership prioritized addressing?*</p> <p><i>Help text: Addressing through taking actions such as allocating time, money, and/or resources; trainings; policy review, etc.</i></p> <p><i>This question is not included in scoring and is for information gathering purposes.</i></p> <p>Accessibility for people with disabilities</p> <p>Class equity</p> <p>Gender equity</p> <p>LGBTQ+ equity (incl. Lesbian, Gay, Bisexual, Transgender, Queer)</p> <p>Racial equity</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

## Policies and Guidelines

This section will assess if your organization has certain clear, written policies, how your organization communicates these policies, and if these policies are easily accessible. This section is out of 32 points.

		Yes	No	Somewhat
9.	Does your organization have a written anti-harassment policy?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Is your anti-harassment policy communicated to staff on a regular basis (at least once a year)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Is your anti-harassment policy easily accessible (e.g. on the organization's website)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	<p>Do your organization's policies: (check all that apply)*</p> <p><input type="checkbox"/> Include examples of the behaviors you want to discourage and promote?</p> <p><input type="checkbox"/> Prohibit harassment on and off your work site?</p> <p><input type="checkbox"/> Prohibit romantic relationships between supervisors and their subordinates?</p>	N/A	N/A	N/A
13.	Does your organization have a written non-discrimination policy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Is your organization's non-discrimination policy communicated to staff on a regular basis (at least once per year)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Is your organization's non-discrimination policy easily accessible (e.g. on the organization's website)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Does your organization's policies outline the necessary procedures needed to implement those policies?*			
17.	Does your organization have written policies that include fair and equitable hiring and advancement practices?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		Yes	No	Somewhat
18.	Are your organization's fair and equitable hiring and advancement policies communicated to staff on a regular basis (at least once per year)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	Are your organization's fair and equitable hiring and advancing policies easily accessible (e.g. on the organization's website)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	Does your organization have policies that: (check all that apply)* <input type="checkbox"/> Provide parental caregiving leave equally to all parents, regardless of gender <input type="checkbox"/> Provide medical leave to birth parents <input type="checkbox"/> Provide reasonable accommodations to employees with disabilities	N/A	N/A	N/A

### Pay Equity\*

This section will gather information on your organization's pay equity practices, but will not be included in your organization's SSA score.

		Yes	No	Somewhat
21.	Has your organization developed a compensation philosophy that reflects its approach to salary adjustments and promotions?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22.	Has your organization clearly communicated a compensation philosophy to its employees?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23.	Does your organization include hiring salaries or salary range and benefits in all job descriptions?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24.	Does your organization have established salary bands for all existing paid roles?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Reporting and Response

This section will assess your organization's procedures, processes, and communications regarding reporting, tracking, investigation, and responding to complaints of harassment or discrimination. This section is scored out of 26 points.

		Yes	No	Somewhat
25.	Does your organization have a process in place whereby individuals can report discrimination or harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26.	Does your organization's reporting process include multiple points of access for reporting (e.g. through CEO, direct supervisor, ombudsperson, other manager, and/or HR department)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27.	Are your organization's reporting and response procedures communicated to staff on a regular basis (at least once per year)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28.	Does your organization have a process that requires the organization to respond to	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\* New diagnostic question added in the 2023 SSA

	complaints of discrimination and harassment?			
29.	Does your organization communicate the process for responding to complaints of discrimination and harassment to the key parties (complainants and respondents), including anticipated steps, timing, expectations, and outcomes?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30.	Does your organization have reporting and response procedures that: (check all that apply)* <input type="checkbox"/> Empower employees to report discrimination or harassment that they witness or experience <input type="checkbox"/> Encourage bystander intervention <input type="checkbox"/> Prohibit retaliation against those who report	N/A	N/A	N/A
31.	Does your organization have a process for investigating complaints of discrimination and harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32.	Are the individuals who conduct investigations into discrimination and harassment trained in conducting investigations of this nature?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33.	Upon completion of an investigation, does your organization have procedures that require the key parties (complainants and alleged respondent) to be informed of the findings?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34.	For instances in which harassment, discrimination, or other misconduct have been found to have occurred, and the individual responsible is still actively connected to the organization, do your organization's policies outline procedures for applying appropriate consequences for that individual?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Help text: Appropriate consequences can range from coaching (e.g. following the making of an inappropriate joke) to termination (e.g. following sexual assault). This range should be documented as part of your policies.</i>			
35.	For instances in which harassment, discrimination, or other misconduct have been found to have occurred, does your organization have procedures that include instituting appropriate corrective measures at the organizational level?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Help text: Corrective measures at the organizational level should include systemic change such as relevant policy revision, training, culture change efforts, etc.</i>			

## Education and Training

This section will assess the education and training your organization provides to staff, including the content covered, frequency, tailoring content to your audiences, and other details. This section is scored out of 18 points.

		Yes	No	Somewhat
36.	Does your organization provide training and education to employees regarding your non-discrimination and anti-harassment policies?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37.	Does your organization provide training and education to employees regarding your reporting systems?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38.	Are the above two trainings offered to all new hires within 60 days of their start date?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39.	Does your organization's trainings on discrimination and harassment address the issue of intersectional discrimination and harassment?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Help Text: An Intersectional understanding of discrimination and harassment acknowledges that discrimination and harassment can be based on more than one marginalized identity.</i>			
40.	Are organizational leaders, supervisors, and managers required to complete a training about their unique legal obligations and responsibilities to prevent and respond to discrimination and harassment?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41.	Does your organization conduct other trainings around preventing and addressing discrimination and harassment (e.g. implicit or unconscious bias, bystander intervention, workplace civility/respectful workplaces)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42.	What are the intervals at which your organization conducts all-staff trainings on safety, respect, and equity issues?*	N/A	N/A	N/A
	<input type="checkbox"/> Quarterly <input type="checkbox"/> Biannually <input type="checkbox"/> Annually <input type="checkbox"/> Every other year <input type="checkbox"/> We don't conduct trainings at regular intervals.			
43.	Are trainings conducted by qualified trainers and tailored to your workplace?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44.	Do your organizational trainings cover content that goes beyond the legal obligations of the organization and individuals?*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Additional Questions

The information provided will help SRE provide support tailored to the unique needs of your organization.

45. **Which of the four areas of the SRE Standards do you consider your organization's strengths? Select up to two.**
- Leadership & Accountability
  - Policies & Guidelines
  - Reporting & Response
  - Education & Training
46. **Provide example(s) of your organization's work and in the one to two areas you selected above.**
47. **Which of the four areas of the SRE Standards is your organization seeking to improve upon in the coming year? Select up to two.**
- Leadership & Accountability
  - Policies & Guidelines
  - Reporting & Response
  - Education & Training
48. **Provide details about your organization's priorities for improvement.**

49. How can SRE help your organization improve its safety, respect, and equity work?

**Leadership Team (Optional)**

Starting in 2025, part of your organization’s membership commitment will include “assembling a **leadership team** to guide your organization’s safety, respect, and equity work and designating 1-2 people on that team as the **SRE Champions** who will drive the organization’s safety, respect, equity work.” We encourage your organization to begin assembling this team now.

Please provide the contact information of the leaders who are part of your organization’s SRE Network leadership team so we can include them in relevant SRE communications.

1. **Primary Contact**
  - a. **Name**
  - b. **Title**
  - c. **Email**
  - d. **Is this person designated as your SRE Champion? Y/N**
2. **Contact #2**
  - a. **Name**
  - b. **Title**
  - c. **Email**
  - d. **Is this person designated as your SRE Champion? Y/N**
3. **Contact #3**
  - a. **Name**
  - b. **Title**
  - c. **Email**
4. **Contact #4**
  - a. **Name**
  - b. **Title**
  - c. **Email**
5. **Contact #5**
  - a. **Name**
  - b. **Title**
  - c. **Email**

If you have more than five team members to include, please email [info@srenetwork.org](mailto:info@srenetwork.org) with their name(s), title(s), and email(s).

