SRE NETWORK
STANDARDS
SELF-ASSESSMENT
REPORT 2024

sre

safety respect equity

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ABOUT SRE NETWORK

SRE Network promotes Jewish workplaces and communal spaces in becoming safe, respectful, and equitable through network building, resource sharing, and community investments. We envision a Jewish communal landscape where people are free from abuse, engage one another with dignity, and are treated fairly, and in which individuals are empowered, organizations are resilient, and communities are strengthened.

> " *SRE educates me as the leader, and helps me serve as an advocate for our members. Its work has been transformational in our field.*
> - SRE Network member "

EXECUTIVE SUMMARY

SRE Network brings together nearly 185 Jewish organizations to address gender-based harassment, discrimination, and inequity. Upon joining and each subsequent year, SRE's member organizations complete the **Standards Self-Assessment** (SSA). The SSA is an annual accountability and learning opportunity for SRE members to assess their organization's progress and identify areas for continued growth on their journeys toward implementing the **SRE Network Standards For Creating Safe, Respectful, and Equitable Jewish Workplaces and Communal Spaces** (the Standards).

This report's release comes at a time of organizational transition—nearly a year after sharing our 2024-2026 Strategic Plan and just months after welcoming a new Executive Director. This report analyzes the results from the 2024 SSA, exploring how organizations' responses to the SSA have changed over time and identifying their priorities for growth in the coming year.

The 2024 SSA included additional questions across all four Standards. This expanded assessment provides SRE with a more nuanced understanding of member organizations' strengths, growth opportunities, and how to best support their efforts.

The results highlight how SRE Network member organizations are making gradual progress, implementing intentional change, and working to maintain their strides. The vast majority of organizations reported that they have implemented and are putting into practice SRE's Standards, which serve as the foundational building blocks for **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 every person), and **equity** (all people are treated fairly and meaningful pathways and access to opportunities and advancement are provided to close demographic disparities.).

There is still much work ahead. Implementing and communicating policies and procedures related to healthy workplace cultures remain growth areas for many members, as does establishing pay equity fundamentals. It is important to note that the 2024 SSA was taken by members in early 2024, after the events of October 7.

The inspiring news is that, **in the face of one of the most painful, tumultuous years in recent history, Jewish nonprofit organizations remain resilient and steadfast in their dedication to fostering safe, respectful, and equitable workplaces**. This report offers a hopeful vision for the future of our Jewish communal landscape.

ABOUT THE STANDARDS

WHAT ARE THE STANDARDS?

SRE Network's Standards For Creating Safe, Respectful and Equitable Jewish Workplaces and Communal Spaces (the Standards), built upon the universal and Jewish value of *kavod ha bri'ut* (the inherent worth and dignity of each and every person), were designed by experts as a guide to **prevent and address discrimination and harassment in Jewish workplaces and communal spaces**. They are used as a tool for creating safe, respectful, and equitable workplaces and communal spaces–for all.

SRE NETWORK STANDARDS

FOR CREATING SAFE, RESPECTFUL, AND EQUITABLE JEWISH WORKPLACES AND COMMUNAL SPACES

Created 2018. Updated 2021.

sre
safety respect equity

"As best practices continue to change, we appreciate the opportunity to learn from SRE resources and other organizations about how to improve our internal processes. - SRE Network member*"

THE FOUR STANDARDS

1 **Leadership and Accountability**: Organizational and communal leaders, including senior management, take reasonable steps to prevent and address discrimination and harassment. This includes communicating the importance of a diverse, inclusive workplace free from discrimination and harassment and prioritizing these values through time, money, and resources.

2 **Policies and Guidelines**: Clear and written anti-discrimination and anti-harassment policies are created, distributed, and applied to all employees across all levels of the workplace, including the executive leadership. They empower employees to report and encourage bystanders to intervene. They prohibit retaliation against individuals who report harassing or discriminatory behavior.

3 **Reporting and Response**: Complaints of discrimination and harassment are handled seriously and respectfully, utilizing impartial procedures for reporting, tracking, and responding with proportionate corrective action. The procedures for reporting, investigating, and resolving complaints are clearly communicated and readily accessible to all employees.

4 **Education and Training**: Time, energy, and resources are dedicated to educating and training employees at all levels about discrimination and harassment. Training covers preventive measures, response actions, reporting mechanisms, unconscious biases, and respectful workplaces. Training is mandatory for all employees, is comprehensive, interactive, properly resourced, and performed on a regular basis by qualified trainers.

ABOUT THE 2024 STANDARDS SELF-ASSESSMENT

SRE Network's Standards Self-Assessment (SSA) assesses organizations' progress on their journeys toward implementing the Standards. All SRE member organizations complete the SSA upon joining and then retake it on an annual basis in order to measure their progress and identify areas of improvement. The results inform SRE's work, ensuring we dedicate time, resources, training, and funding to areas with the most significant needs.

The 2024 SSA was significantly expanded with new questions across all Standards areas and a new section on pay equity. This updated SSA provides a more comprehensive understanding of the Jewish nonprofit sector's safety, respect, and equity work bright spots, and clarified where additional support is most needed.

This SSA has been helpful in reminding me of certain areas for improvement. The gathering last June was also very valuable both in its content and the connections built during that time.
~ SRE Network member

View the 2024 SSA ❯

Download the 2022 SSA Report ❯

Download the 2021 SSA Report ❯

WHEN?

January to April 2024

Completed online via Salesforce by April 8, 2024

WHO?

144 member organizations (out of 175 member organizations)

1 senior leader from each member organization, in consultation with their leadership team, completed the SSA.

WHAT?

The SSA consisted of **49 questions***:
- **46 diagnostic questions** focused on the four Standards areas
- **3 open-ended** reflection questions

See Appendix I for the full list of SSA questions.

WHAT'S NEW?

The 2024 SSA included:

- **27 new questions**
- A new topic area on **pay equity**
- A total of **94 possible points** (compared to 36 in 2022 and 2021)

BRIGHT SPOTS & GROWTH AREAS
KEY FINDINGS AT A GLANCE

BRIGHT SPOTS

1 SRE Network member organizations are successfully **making gradual progress on their safety, respect, and equity journeys**, implementing intentional change, and working to maintain their strides.

2 The vast majority of member organizations have **the foundational pieces of safety, respect, and equity work in place** in their organizations' policies and practices, and are putting these ideals into practice.

GROWTH AREAS

1 Organizations can invest more time, energy, and resources to **educate and train staff on anti-harassment and non-discrimination** annually across all levels of the organization.

2 While most organizations include salary bands on job descriptions, many need to **advance their pay equity policy fundamentals**, such as developing compensation philosophies, salary bands for existing roles, and transparent communication strategies.

3 Although a majority of organizations have successfully established processes for reporting and responding to complaints of discrimination and/or harassment, many do not yet **communicate these procedures to staff on a regular basis**.

4 Organizations can **improve their post-investigation steps** to build a safer and more transparent workplace.

DATA OVERVIEW
FOR ORGANIZATIONS WITH 6+ EMPLOYEES

AVERAGE SCORE

77%

HIGHLIGHTS

- **75%** scored **80% or greate**r
- **59%** saw an improvement in their total SSA scores
- **Only 12%** scored under 70%

AVERAGE SCORE IN EACH STANDARDS AREA

LEADERSHIP & ACCOUNTABILITY	**90%**
POLICIES & GUIDELINES	**88%**
EDUCATION & TRAINING	**74%**
REPORTING & RESPONSE	**58%**
PAY EQUITY*	**76%**

Pay Equity is a new section in the 2024 SSA. The score of this section was not included in the total score of the SSA. See Appendix II for more details.

METHODOLOGY LIMITATIONS AND DETAILS

This data comes from the 2024 SSA results for **117 organizations, each with 6+ employees**, that completed the survey by April 8, 2024. The results are based on a new SSA scoring system out of 94 points. Due to the SSA's expansion, comparisons to past scores are less relevant and variations in overall scores year-to-year are not necessarily indicative as evidence of declining or stagnant growth. Rather, the more comprehensive survey provides members with a detailed understanding of growth areas to guide their future progress, and offers SRE deeper insights into the areas needing improvement and increased investment. The data should be interpreted as general indications, not definitive or precise conclusions.

DATA OVERVIEW
FOR ORGANIZATIONS WITH FEWER THAN 6 EMPLOYEES

AVERAGE SCORE (%)

61%

AVERAGE SCORE IN EACH STANDARDS AREA

LEADERSHIP & ACCOUNTABILITY	77%
POLICIES & GUIDELINES	71%
EDUCATION & TRAINING	55%
REPORTING & RESPONSE	46%
PAY EQUITY*	59%

Pay Equity is a new section added in the 2024 SSA. The score of this section was not included in the total score of the SSA. See Appendix II for more details.

WHY WE SEGMENTED DATA BY ORGANIZATION SIZE

In this analysis, we have separated out the scores of **27 organizations with fewer than 6 employees**. These smaller organizations often have less resources to implement the policies and procedures asked about in the 2024 SSA and may have unique needs that we aim to better understand. By separating their results, we can more effectively identify their strengths and areas where they need support. Looking ahead, we hope to develop a new SSA version tailored specifically for smaller organizations to provide them with a more relevant assessment. SRE is committed to supporting organizations of all sizes and resource levels.

1

Steadily Making Meaningful Progress to Achieve Safety, Respect, and Equity Goals

SRE member organizations are making gradual progress on their safety, respect, and equity journeys, implementing intentional change, and working to maintain their strides.

- Between 2021 and 2024:
  - **59%** saw an improvement in their total SSA scores, with an average increase of 2.6 points.
  - **15%** maintained their score.
  - **20%** saw a significant or major increase (an increase of 7 or more points).
  - **48%** increased their score in the Policies & Guidelines Standards area, and **41%** increased their score in the Reporting & Response Standards area.

2

Developing and Implementing Core Policies and Practices

The vast majority of member organizations have the foundational pieces of safety, respect, and equity work in place in their organizations' policies and practices, and are putting these ideals into practice by allocating time, money, and resources.

- **75%** scored **80%** or above on the 2024 SSA.
- **86%** have all three of these policies in place:
  - Anti-harassment, non-discrimination, and hiring/advancement.
- **More than 90%** responded "yes" to having the following foundational practices and guidelines in place:
  - A written anti-harassment policy (**98%**)
  - A leadership team that communicates the importance of a diverse and inclusive workplace that is free of discrimination and harassment (**97%**)
  - A policy that prohibits harassment on and off the organization's work site (**97%**)
  - A policy that provides reasonable accommodations to employees with disabilities (**97%**)
  - A policy encouraging bystander intervention (**96%**)
  - A process is in place whereby individuals can report discrimination or harassment (**94%**)
  - A non-discrimination policy (**93%**)
  - A policy that provides medical leave to birth parents (**93%**)
  - A policy that encourages employees to report discrimination or harassment (**92%**)
  - A policy that provides parental caregiving leave equally to all parents, regardless of gender (**91%**)

1

Providing Ample Training and Education to Prevent Harassment and Discrimination

1A) Organizations can invest more time, energy, and resources to educate and train staff annually across all levels of the organization on anti-harassment and non-discrimination policies and procedures.

- **Education & Training** is the Standards area with the lowest score growth over time with only **30% of organizations improving** their score in this area, and **31% decreasing** over 3 years.
- Only **67%** report conducting anti-harassment and non-discrimination trainings at least once a year.
  - **22%** do not conduct trainings at regular intervals, **10%** of organizations conduct trainings every other year.
  - **64%** provide training and education to employees regarding the organizations' reporting systems.
- **70%** of organizations report that their trainings cover content that goes beyond the legal obligations.

1B) Although most organizations provide training and education to staff on non-discrimination and anti-harassment policies and reporting systems (77%), specific trainings for new hires and supervisors are not yet the norm.

- **51%** train new hires on non-discrimination and anti-harassment policies within 60 days of their start date.
- **57%** require their leaders, supervisors, and managers to complete a training about their legal obligations and responsibilities to prevent and respond to discrimination and harassment.

As noted in the 2022 report, more individuals tasked with conducting investigations related to harassment and discrimination should be trained. **45%** reported that the individuals who conduct investigations into discrimination and harassment are not trained in conducting investigations of this nature.

2

Establishing Pay Equity Fundamentals

Although a majority of organizations (86%) include salary bands on job descriptions, many need to advance their pay equity* policy fundamentals, such as developing compensation philosophies, creating salary bands for existing roles, and implementing transparent communication strategies.

- Only **64%** have developed a compensation philosophy
- Only **62%** have salary bands for existing organizational roles
- Only **48%** communicate their compensation philosophy to staff

In 2024, we collected a baseline of data on our member organizations' pay equity policies and practices. This section included a total of 4 questions, for a possible score of 8. Since this was a new section, this score was not included in the total score.

KEY FINDINGS: A CLOSER LOOK
GROWTH AREAS

3

Communicating Anti-Discrimination and Anti-Harassment Policies and Procedures

While most organizations (94%) have successfully established processes for reporting and responding to complaints of discrimination and/or harassment, many do not yet communicate these procedures to staff on a regular basis (at least once per year).
- **42%** do not yet communicate hiring and advancement policies on a regular basis.
- **28%** do not yet communicate non-discrimination policies on a regular basis.
- **24%** do not yet communicate the process for responding to complaints to the key parties (complainants and respondents), including anticipated steps, timing, expectations, and outcomes.

4

Enhancing Post-Investigation Procedures

Organizations can improve their post-investigation steps to build a safer and more transparent workplace.
- Only **68%** of organizations:
  - Have procedures that require the key parties (complainants and alleged respondent) to be informed of the findings after an investigation is complete.
  - Have policies inclusive of post-investigation consequences for the alleged respondent, if that individual is still connected to the organization.
- Only **64%** report having procedures in place to institute corrective, organizational measures following a harassment, discrimination, or misconduct investigation.
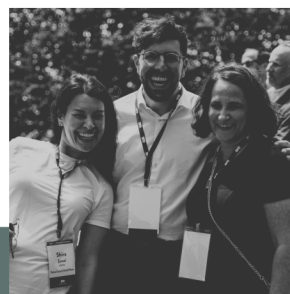
See Appendix IV for more details on growth areas.

> *We look to SRE to provide a framework for how best to communicate with employees, and we plan to look to SRE for guidance on trainings.*
> *- SRE Network member*

CONCLUSION & NEXT STEPS

The findings in this report will guide the SRE Network team in developing new learning programs, resources, and grant opportunities to support member organizations' future growth and sustain their progress for lasting change.

We will build off the identified strengths, providing support to ensure SRE members continue to have core safety, respect, and equity fundamentals in place, and make steady progress on their journeys to build healthy workplace cultures.

After completing the SSA, organizations are encouraged to use the **Leadership Conversation Guide** to review their responses, set goals, and develop an action plan with next steps.

SUGGESTED NEXT STEPS
We encourage organizations to take the following steps.

1 **Transparently communicate policies and procedures**.
- Create a plan and schedule for communicating your organization's policies and procedures on a regular basis through different modalities (e.g. presenting in a meeting, having a small group or one-on-one conversation, sending an email or Slack update).
- Consider opportunities for staff to review, ask questions, and affirm that they understand the policies and procedures.
- Explore these resources: Keilim Policy Toolkit: Sharing Your Policies Module (Sacred Spaces) and Living Your Policy Webinar & Resources.

2 **Provide more consistent and comprehensive anti-harassment and non-discrimination education & training**.
- Allocate an annual education and training budget to provide proper training to your team every year.
- Learn how to plan trainings that best meets your team's needs: Keilim Policy Toolkit: Educating Your Team Module (Sacred Spaces) and Living Your Policy Webinar & Resources.
- Check out SRE's list of trainers & consultants.

3 **Establish pay equity fundamentals**.
Explore the following pay equity resources as you get started on developing a compensation philosophy, conducting a pay audit, establishing salary bands, and communicating more transparently with your staff about organizational pay:
- Making Compensation More Equitable (Management Center)
- Salary Bands: Valuing Talent with Intention and Transparency (Leading Edge)
- Reform Pay Equity Initiative (WRN & WRJ)
- Pay Equity Resources (SHRM)

THANK YOU TO OUR SUPPORTERS

While there is still much work to be done on this long-term journey, member organizations are poised to continue learning from, supporting, and growing with each other. **Together, our SRE community has made and continues to make significant strides toward creating safe, respectful, and equitable Jewish workplaces and communal spaces.** We look forward to another year of growth in the work of advancing gender equity and creating healthy workplaces for all.

We could not do this work without our talented and committed staff, advisory board, grantees, partners, supporters, and members.

SRE Network is generously supported by:

AS OUR PARENTS PLANTED FOR US, SO WILL WE PLANT FOR OUR CHILDREN

CHARLES AND LYNN SCHUSTERMAN FAMILY PHILANTHROPIES

CROWN FAMILY PHILANTHROPIES

DOBKIN FAMILY FOUNDATION

THE DIANE & GUILFORD GLAZER FOUNDATION

The Harry and Jeanette Weinberg Foundation

Jane and Daniel Och Family Foundation

JIM JOSEPH FOUNDATION
Shimon ben Joseph

THE KLARMAN FAMILY FOUNDATION

Leichtag Foundation

LIPPMAN KANFER Foundation for Living Torah

one8 FOUNDATION

> "SRE has provided us with a community of like-minded organizations and allies. Rather than feeling like we are working in silos, we know we have others to partner with and learn from.
> ~ SRE Network member & grantee"

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APPENDICES
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SSA QUESTIONS

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?*	☐	☐	☐
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?	☐	☐	☐
3.	Does the leadership of your organization take thoughtful and effective action based on the findings of your climate survey?*	☐	☐	☐
4.	Does the leadership communicate those action steps with employees and the board?*	☐	☐	☐
5.	Has the leadership of your organization communicated your SRE Network membership commitment, including the Standards, with your staff and board?*	☐	☐	☐
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?*	☐	☐	☐
7.	Does the leadership of your organization allocate time, money, and resources annually to prioritize each of the following areas? *Help text: If time, money, or resources are allocated, but it feels insufficient, please mark "somewhat."**			
	Safety (Environments are free from harassment, abuse, and violence.)	☐	☐	☐
	Respect (People engage one another with the Jewish value of *kavod habriyot*, which recognizes the inherent dignity of each and every person. (Including work to create a healthy culture as well as diverse and inclusive culture)).	☐	☐	☐
	Equity (All people are treated fairly. Meaningful pathways and access to opportunities			

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

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?*	☐	☐	☐
10.	Is your anti-harassment policy communicated to staff on a regular basis (at least once a year)?	☐	☐	☐
11.	Is your anti-harassment policy easily accessible (e.g. on the organization's website)?	☐	☐	☐
12.	Do your organization's policies: (check all that apply)* ☐ Include examples of the behaviors you want to discourage and promote? ☐ Prohibit harassment on and off your work site? ☐ Prohibit romantic relationships between supervisors and their subordinates?	N/A	N/A	N/A
13.	Does your organization have a written non-discrimination policy?	☐	☐	☐
14.	Is your organization's non-discrimination policy communicated to staff on a regular basis (at least once per year)?	☐	☐	☐
15.	Is your organization's non-discrimination policy easily accessible (e.g. on the organization's website)?	☐	☐	☐
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?	☐	☐	☐

		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)?	☐	☐	☐
19.	Are your organization's fair and equitable hiring and advancing policies easily accessible (e.g. on the organization's website)?	☐	☐	☐
20.	Does your organization have policies that: (check all that apply)* ☐ Provide parental caregiving leave equally to all parents, regardless of gender ☐ Provide medical leave to birth parents ☐ 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?*	☐	☐	☐
22.	Has your organization clearly communicated a compensation philosophy to its employees?*	☐	☐	☐
23.	Does your organization include hiring salaries or salary range and benefits in all job descriptions?*	☐	☐	☐
24.	Does your organization have established salary bands for all existing paid roles?*	☐	☐	☐

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?	☐	☐	☐
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)?	☐	☐	☐
27.	Are your organization's reporting and response procedures communicated to staff on a regular basis (at least once per year)?	☐	☐	☐
28.	Does your organization have a process that requires the organization to respond to	☐	☐	☐

	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?*	☐	☐	☐
30.	Does your organization have reporting and response procedures that: (check all that apply)* ☐ Empower employees to report discrimination or harassment that they witness or experience ☐ Encourage bystander intervention ☐ 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?	☐	☐	☐
32.	Are the individuals who conduct investigations into discrimination and harassment trained in conducting investigations of this nature?	☐	☐	☐
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?*	☐	☐	☐
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?* *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.*	☐	☐	☐
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?* *Help text: Corrective measures at the organizational level should include systemic change such as relevant policy revision, training, culture change efforts, etc.*	☐	☐	☐

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?	☐	☐	☐
37.	Does your organization provide training and education to employees regarding your reporting systems?*	☐	☐	☐

38.	Are the above two trainings offered to all new hires within 60 days of their start date?*	☐	☐	☐
39.	Does your organization's trainings on discrimination and harassment address the issue of intersectional discrimination and harassment?* *Help Text: An Intersectional understanding of discrimination and harassment acknowledges that discrimination and harassment can be based on more than one marginalized identity.*	☐	☐	☐
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?*	☐	☐	☐
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)?	☐	☐	☐
42.	What are the intervals at which your organization conducts all-staff trainings on safety, respect, and equity issues?* ☐ Quarterly ☐ Biannually ☐ Annually ☐ Every other year ☐ We don't conduct trainings at regular intervals.	N/A	N/A	N/A
43.	Are trainings conducted by qualified trainers and tailored to your workplace?*	☐	☐	☐
44.	Do your organizational trainings cover content that goes beyond the legal obligations of the organization and individuals?*	☐	☐	☐

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?**

Data Based on the Previous SSA Scoring System

Scores adjusted to only include questions that were on past SSAs, for a total of 36 possible points. New questions added in 2024 are not included in these scores.

Scores of Organizations with Fewer Than 6 Employees Based on Previous Scoring System

Average Total Score: 67% (24.27/36 points)

Average Scores in Each Standards Area
- **Leadership & Accountability**: 75%
- **Policies & Guidelines**: 65%
- **Reporting & Response**: 70%
- **Education & Training**: 54%

Scores of Organizations with 6+ Employees Based on Previous Scoring System

Average Total Score: **86%** (31.01/36 points)
  - Compared to 84% in 2022

Average Score in Each Standards Area
- **Leadership & Accountability**: 94%
- **Reporting & Response**: 89%
- **Policies & Guidelines**: 83%
- **Education & Training**: 79%

Questions Yielding the Highest Scores in 2024

Leadership and Accountability
- **97**%: Organizational leadership communicates the importance of a diverse and inclusive workplace that is free of discrimination and harassment.

Policies and Guidelines
- **98%**: The organization has a written anti-harassment policy
- **97%**: Organizational policies prohibit harassment on and off the work site.
- **97%**: Organizational policies provide reasonable accommodations to employees with disabilities.

Reporting and Response
- **96%**: Organizational reporting and response procedures encourage bystander intervention against harassment or discrimination.
- **96%**: Organizational reporting and response procedures prohibit retaliation against those who report harassment or discrimination.

The questions in the Education & Training section did not yield high enough scores to be included in this strengths section.

Questions Yielding the Highest Score Increase Overtime
Percentages reflect the average score increase from all organizations that completed the SSA in 2021, 2022, and 2024.

Policies & Guidelines
- **34% Increase**: The organization's hiring and advancement policies are accessible to employees
- **32% Increase**: The organization's hiring and advancement policies are communicated regularly to employees
- **31% Increase**: The organization's non-discrimination policy is communicated to staff on a regular basis.
- **31% Increase**: The organization has written policies that include fair and equitable hiring and advancement policies.

Reporting & Response
- **40% Increase**: The organization has a process that requires the organization to respond to complaints of discrimination or harassment.

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Questions Yielding the Lowest Scores in 2024

Leadership and Accountability
- Organizational leadership has prioritized addressing class equity (**50%**) or accessibility (**59%**).

Policies and Guidelines
- **58%**: The organization's fair and equitable hiring and advancement policies are communicated to staff on a regular basis.

Reporting and Response
- **55%**: The individuals who conduct investigations into discrimination and harassment are trained in conducting investigations of this nature.

Education & Training
- **51%**: Non-discrimination and anti-harassment trainings are offered to all new hires within 60 days of their start date.
- **54%**: The organization's trainings on discrimination and harassment address the issue of intersectional discrimination and harassment.
- **57%**: Organizational leaders, supervisors, and managers are required to complete training about their legal obligations and responsibilities to prevent and respond to discrimination and harassment.

Pay Equity
- **48%**: The organization has clearly communicated a compensation philosophy to its employees.

Questions with the Most Stagnation Over Time
This is the percentage of organizations whose scores had a 0% change on this question from 2021 to 2024.

- **86%**: The organization has a written nondiscrimination policy.
- **86%**: The organization has a process is in place whereby individuals can report discrimination or harassment
- **88%**: The organization's process for reporting complaints of harassment or discrimination includes multiple points of access for reporting.

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Standard Area with the Most Room for Improvement: Education & Training

Depth and Specificity of Trainings:
- **70%** of organizations offer trainings that go beyond the legal requirements. Although this is a majority, it reveals a need for many organizations to offer trainings that go further in-depth and are specified to each audience.
- Only:
  - **64%** of organizations provide basic trainings to their employees on systems to report harassment or discrimination.
  - **57%** of organizations **train supervisors** on their legal obligations.
  - **51%** of organizations **train their new hires** on anti-harassment policies within 60 days of their start date.
  - **65%** of organizations use a qualified trainer that tailors their trainings to the unique needs of the workplace.

Frequency of Trainings:
- Although **67%** of organizations conduct trainings at least once a year, **only 10%** conduct trainings more than once a year.
- **22%** of organizations are not yet conducting trainings at regular intervals