



## Questions to Consider

1. What feedback has the SRE diagnostic and benchmark tool/survey provided me with about my organization's stance on these issues and the work I need to do?
2. Is my organization more of a Jewish workplace or a Jewish communal space? How do the standards need to be modified to best apply to my organization?
3. Do I recognize the legal, moral, and Jewish obligation and values to creating a safe, respectful, and equitable workplace?
4. Do I understand that creating a safe, respectful, and equitable workplace involves both preventing and responding to discrimination and harassment in a meaningful way?
5. Do I believe and clearly communicate that creating safe, respectful, and equitable work and communal spaces is everyone's responsibility?
6. Do I lead the organization in a way that is consistent with the standards?
7. What type of organization climate do I create as the leader of the workplace and is it consistent with safety, respect, and equity?
8. Am I committed to creating and maintaining an organizational culture where exclusion, lack of diversity, discrimination, and sexual harassment are not tolerated and in which I and employees at all organization levels are held accountable for our actions?



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9. Do I reward employees for a job well done and hold employees accountable for discrimination and harassment?
10. Have I made it safe for people to report these behaviors? Do I empower and encourage employees to call out acts of discrimination, harassment, and misconduct in a respectful manner, or otherwise intervene, when they observe such conduct?
11. Have my board and I allocated funds and time to resource the implementation and maintenance of the standards. For example, is there a budget line for training, policy creation, investigations, etc.?
12. Has a specific person in the organization been tasked with leading this change effort and have they been given the power needed to do so? Am I in regular communication with them and do I receive updates on reporting and investigations?
13. What laws do I need to become aware of to ensure that the organization is safe, respectful, and equitable?
14. What relationships do I need to cultivate on order to assist my organization in this work (i.e. with law enforcement, legal experts, experts on discrimination and sexual victimization including harassment, expert trainers)?
15. Do I understand the difference between instances where an internal versus an external investigator would be needed? Is the organization prepared in the event that either one of these types of investigations should be necessary?



## **Questions to Consider**

16. Does the organization conduct an internal audit or climate survey annually that can provide a snapshot of where the organization is at in this effort based on employee feedback?
  
17. Have we prioritized the needs of targets of discrimination and harassment and considered how to support them in various ways?
  
18. Do I take the time following an investigation to reassess and reflect on any changes that need to be made at the organizational level (i.e. to the policies and procedures) to stop the behavior and prevent it from reoccurring? Do I communicate such changes to employees widely?