

## Safety Respect Equity Update

March 2020

### A Note from Our Executive Director Elana Wien

My first four months as inaugural Executive Director have been incredibly inspiring. I have had the opportunity, through over 70 one-on-one conversations and three in person events, to connect with over 150 community leaders, funders, board members, practitioners, grantees and experts from across the country. I am excited about the tremendous collective potential for this network. We created this document to recap the feedback and ideas shared and the questions generated, to reflect on our accomplishments and challenges, and to share with you our vision for moving the work forward both this year and beyond.

### What We Have Accomplished Together

While the issue of the lack of safety, respect and equity in our Jewish communal institutions and spaces has been around for a long time, and while important individuals and organizations have been doing impactful and meaningful work to tackle these issues from the beginning, what SRE was able to accomplish in two short years is both unique and unprecedented:

#### ***A network of funders and organizations***

***committed to tackling issues of safety, respect, and equity in the Jewish community, with the investment to support significant, potentially transformative initiatives, strategies and resources to support long-term change.***

Together we have:

- **Developed standards around safety, respect, and equity**, and created a mechanism for organizations to **make a commitment** to implementing these standards in their organizations. To date, **over 120 organizations have made this commitment.**
- **Awarded nearly \$2.4mil in grants to rapid response, field-building and capacity-building projects**, making a major statement to the Jewish communal and philanthropic space at large that issues of safety, respect, and equity are worthy and in need of significant philanthropic investment.
- **Built a national network of peers through** SRE annual convenings and online learning opportunities and resources, to connect colleagues engaged in this work around the country.

## Our Questions

Our Jewish tradition deeply values the art and practice of questioning. Some of the key questions we are grappling with, reflected throughout the listening tour experience include:

### Who drives us?

- Who leads and makes decisions within SRE?
- Who and what influences the kind of programming and resources SRE develops and provides?
- Who do we serve? Who has been left out and needs to be engaged/reengaged?

### What do we aim to accomplish?

- Beyond putting SRE issues on the Jewish communal agenda, what do we aim to accomplish?
- What does SRE expect of its staff, leadership, members and partners?
- How does SRE hold itself, organizations, funders and individuals accountable?

### What is our value add?

- How do we create the space for our members to examine safety, respect and equity in Jewish spaces through a Jewish lens?
- How can members and grantees connect with the SRE network to learn from each other and collaborate?
- How do we provide both support and accountability for our members and the community?
- How does our work complement existing initiatives in this space?

## What's In a Name?

When SRE launched two years ago, we called ourselves the Safety Respect Equity Coalition. For many, the word “coalition” brings to mind a temporary alliance, formed to accomplish a short-term goal. But the feedback received over the course of the listening tour was overwhelming:

***Achieving safety, respect and equity is not a short-term goal.***

***Our commitment to achieving it cannot be short-term.***

What we needed, we heard, is a *network*; a network of diverse organizations, funders, practitioners, experts and leaders, committed to providing each other with the supports and accountability mechanisms so that together, we can achieve the long-term change we seek. And so, with a good deal of deliberation and in partnership with our Advisory Board, we concluded that it was time for us to reevaluate our name. And with that, we would like to (re)introduce you to the:

# Safety Respect Equity Network

# Charting A Path Forward: Our Vision for 2020 and Beyond

## Our “Three M’s”

The questions that we have been grappling with (and that many in our network raised), will guide our work in the year ahead and beyond through our “Three M’s”.

**Who drives us?**

We are

**What do we aim to accomplish?**

We are

**What is our value add?**

We are

**M**ember-Driven

**M**ovement-Builders

**M**ultipliers

These “Three M’s” will help guide our vision:

### We Are Member-Driven

A network that reflects the *diversity* of identities and needs of its membership through its composition, programming and resources;

### We Are Movement-Builders

A network that serves as a *catalyst* for building the kind of long-term movement needed to create a safe, respectful and equitable Jewish community and larger society;

### We Are Multipliers

A network that, through its thoughtful and innovative grantmaking and the power of its membership, is able to *multiply the impact* of its community investments.

We will carry out this vision through our three pillars:

Research & Learning	SRE Community	Community Investments
<i>Building the field</i> through fostering an internal and external culture of learning and reflection	Supporting <i>multiple pathways</i> for diverse stakeholders to engage in SRE	Strategies that <i>invest in change</i> at multiple levels from different angles  2020 Strategy Preview: \$500k in new grants; investing in member supports.

## Join Us

We are so appreciative to the many organizations, funders, practitioners, experts and community leaders who have engaged with us thus far, and hope you are excited about the direction of the SRE Network. Please reach out to us to explore how to plug in, so together we can make a real difference. Please visit us at [safetyrespectequity.org](https://safetyrespectequity.org) to learn more or contact us at [info@safetyrespectequity.org](mailto:info@safetyrespectequity.org).



## Leadership

The SRE Network [Advisory Board](#) of communal leaders provides oversight and strategic guidance. We are a fiscally sponsored project of [New Venture Fund](#).



**Elana Wien**  
**Executive Director**

Elana joined as inaugural Executive Director of the SRE Network in November 2019. She leads strategy development, external and leadership relations, revenue generation,

financial and operational management, grantmaking, and communications.



**Dr. Guila Benchimol**  
**Senior Advisor**  
**Research & Learning**

Guila helped launch SRE in early 2018 and since January 2020 has served as Senior Advisor of Research & Learning. She guides SRE's culture of reflection, learning and data-based decision-

making and identifies opportunities to leverage impact in the Jewish community and beyond.

## Exciting Career Opportunities with the SRE Network

Excited about our direction and looking to make a real difference? Come work with us! We have a number of positions opening in the coming months. Please visit <https://safetyrespectequity.org/jobs/> to learn more.

### Current:

**Executive & Operations Assistant** (Full-time, Los Angeles preferred, remote will be considered)

**Community Manager** (Full-time, Los Angeles, NYC, or Washington DC preferred, remote will be considered)

### Upcoming:

**Director, Community Investments** (Full-time, Remote)