Revitalizing Our Commitments

2021 SRE Network Virtual Convening

sre
safety respect equity

SRE Convening Code of Conduct

Safety. Respect. Equity. These are the values and principles that we are committed to as an organization and as we convene for this virtual conference. The following is an outline of the policies and norms that are inherently part of SRE and therefore, part of this convening. We value each and every individual and organization that is part of this conference and look forward to learning, collaborating and processing together with these norms in place. Thank you for helping create a safe, respectful and equitable space.

Convening Policies

The SRE Network is committed to creating an environment that exemplifies Jewish values such as *kavod habriot* (human dignity), and *hinuch* (learning) and the Talmud's teaching that *kol yisrael arevim zeh bazeh*, that "all Israel is responsible for one another" (Shavuot 39a). Jewish tradition recognizes that every person is created in the Divine image and should be treated as such, and the Jewish values of repairing the world, mutual responsibility, and not standing idly by while others are being harmed are fundamental to the creation, implementation, and upholding of this Code of Conduct.

SRE Network is committed to creating a harassment-free environment for all participants, including conference registrants, staff, speakers, vendors and volunteers. Harassment as outlined below is considered by SRE Network to be a serious form of professional misconduct.

This Code of Conduct is established in order to promote safety and respect in all of our activities. We expect all participants at SRE Network activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings:
- Exercise consideration and respect in your speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert conference leadership if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem minor.

The following behaviors do not belong at the SRE Network:
- Harassment that discriminates against a specific group of people based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status, or parental status (hereafter, simply harassment);
- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical or virtual contact;
- Abuse of power (including abuses related to position, wealth, race or gender).
- Yelling at, threatening, or bullying speakers or attendees
- Any significantly disruptive conduct

- Repeated interruption of a speaker or performance
- Creation of an atmosphere of harassment or intimidation, including but not limited to stalking (whether physical or virtual)
- Conduct or communication that would offend a reasonable person, including but not limited to unwelcome attention; remarks or conduct having sexual innuendo; humor involving race, sex, or other classifications; comments intended or construed as being derogatory to an entire class of persons
- Actual, threatened, or implied retaliation against a person for complaining about a violation of these policies or for cooperating with an investigation into a complaint

Network Norms for Engaging in SRE's Virtual Convening

We have designed our convening experience to reflect our organization's core values:

- **Safety:** Environments free from harassment and intimidation based on gender or sexuality.
- **Respect:** People treated with civility, courtesy and professionalism.
- **Equity:** People dealt with fairly, equally and given the same opportunities for participation, membership and advancement.

We ask participants of our virtual convening to read and agree to the following:

- Be present with us. Whether that is actively participating virtually in the conversation, sitting, or standing and taking in the information, we want you to be here in the moment with us.

- Be as curious as ever. We want you to engage with this information with an open mind, exploring on behalf of yourself and your organization so that it may be the most impactful event.

- Be self-aware. Step in, Step back. Know if you are stepping in and know when you are stepping back, and do your best to be aware of your role and how often you are doing either with kindness.

- Be a conscious observer and witness to those around you, and avoid judgement. Be an ally to those who may need more space or support in participation.

- Be courageous in whatever way that means to you. Speak up, engage with the material with an open heart, foster new and deeper connections with other individuals present in this space.

- Be aware that the topics discussed at the convening may be sensitive to you. We encourage you to log off at any point during the convening if you feel unsafe or in distress.

- Be mindful that topics discussed at the convening may be sensitive to others. Be supportive, understanding, courteous, open minded and appreciative of others and the diversity of opinion that they bring to our learning space.

- Assume that your learnings from the convening can be shared with others and the specifics (names of individuals, specific events, etc.) are not be shared. Respect confidentiality and ask for consent before sharing detailed, personal, and sensitive stories.

- To protect the privacy of our participants and speakers, please do not take screenshots or video of the various sessions or speakers at the convening, or post images or videos of others. The exception to this is if the purpose of the documentation is related to conduct you witness that does not align with the values of SRE.

- Be mindful of your surroundings, your participants and alert the conference leadership if you notice any situation that does not align with the values of SRE. Please do so even, if it feels minor.