

# RETURN TO BASICS

2022 SRE NETWORK CONVENING

## DAY 1: WEDNESDAY, JUNE 8

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| <p>9:00 AM (PT)<br/>12:00 PM (ET)</p> | <p><b>Welcome, Land Acknowledgement, and D'var Torah</b><br/>         Elana Wien, <i>Executive Director, SRE Network</i><br/>         Arielle Korman, <i>Co-Founder of Ammud: The Jews of Color Torah Academy</i></p>  |
| <p>9:15 AM (PT)<br/>12:15 PM (ET)</p> | <p><b>Creating Respectful Workplaces as Culture Change (with Live Q&amp;A)</b><br/>         Ginna Green, <i>Partner and Chief Strategy Officer, Uprise</i><br/>         Fran Sepler, <i>President, Sepler &amp; Associates</i><br/>         Rachel Jacoby Rosenfield, <i>Executive Vice President, Shalom Hartman Institute of North America</i><br/>         Moderator: Rachel Faulkner, <i>Director of Community Investments, SRE Network</i></p>  |
| <p>10:10 AM (PT)<br/>1:10 PM (ET)</p> | <p><b>Discussion Groups: Creating Respectful Workplaces as Culture Change</b><br/> <i>Join a facilitated breakout group based on your professional role:</i></p> <ul style="list-style-type: none"> <li>• Jewish Professionals with Josh Feldman, <i>Founder, R&amp;R: The Rest of our Lives</i></li> <li>• Funders &amp; Board Members with Meredith Jacobs, <i>CEO, Jewish Women International</i></li> <li>• Institutional Leaders with Charlene Seidle, <i>Executive Vice President, Leichtag Foundation</i></li> <li>• HR/Talent Acquisition/COO with Dawne Bear Novicoff, <i>COO, Jim Joseph Foundation</i></li> </ul> |
| <p>10:40 (PT)   1:40 (ET)</p>         | <p><b>Spotlight on the Sacred Spaces Keilim Toolkit</b></p>  |
| <p>10:45 AM (PT)<br/>1:45 PM (ET)</p> | <p><b>Innovations in Workplace Communication and Policies (with Live Q&amp;A)</b><br/>         Dr. Shira Berkovits, <i>Founder and CEO, Sacred Spaces</i><br/>         Dr. Keren McGinity, <i>Interfaith Specialist, United Synagogue of Conservative Judaism</i><br/>         Sarah Pierson (formerly Beaulieu), <i>Author, Breaking the Silence Habit</i><br/>         Moderator: Robert Bank, <i>President and CEO, American Jewish World Service</i></p>   |
| <p>11:45 AM (PT)<br/>2:45 PM (ET)</p> | <p><b>Breakout Groups</b><br/> <i>Please join the session of your choice:</i></p> <ul style="list-style-type: none"> <li>• <b>Option A:</b> Jewish Ethics around Naming Harm with Rabbi Lila Kagedan, <i>Clinical Ethicist, Licensed Mediator, and Educator</i>, and Rabbi David Teutsch, <i>Professor Emeritus, Reconstructionist Rabbinical College</i></li> <li>• <b>Option B:</b> Bringing a Commitment to SRE through a Transformative Justice Lens with Dena Robinson, <i>DEI facilitator, and Trial Attorney</i></li> </ul>   |
| <p>12:20 PM (PT)<br/>3:20 PM (ET)</p> | <p><b>Day 1 Closing</b><br/>         Rachel Garbow Monroe, <i>President &amp; CEO, The Harry and Jeanette Weinberg Foundation</i></p>  |

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## DAY 2: THURSDAY, JUNE 9

9:00 AM (PT)	<b>Framing the Day</b>
12:00 PM (ET)	Barry Finestone, <i>President and CEO, Jim Joseph Foundation</i>
9:05 AM (PT)	<b>Researching Gender Equity Across the Jewish Community (with Live Q&amp;A)</b>
12:05 PM (ET)	Danielle Natelson, <i>Director of Special Projects, Leading Edge</i> Chava Shervington, <i>Community Leader</i> Yocheved Sidof, <i>Senior Advisor for Gender and Leadership, Leading Edge</i> Mordy Walfish, <i>Chief Operating Officer and Acting CEO, Leading Edge</i> Moderator: Dr. Guila Benchimol, <i>Senior Advisor on Research and Learning, SRE Network</i>
10:05 AM (PT)	<b>Spotlight on SRE Network Community Investments</b>
1:05 PM (ET)	<i>Featuring Jewish Women International, MyZuzah, and Women's Rabbinic Network</i>
10:10 AM (PT)	<b>The Call to Courage: Lessons and Practices on Institutional Courage &amp; Accountability</b>
1:10 PM (ET)	Dr. Jennifer Freyd, <i>Founder and President, The Center for Institutional Courage</i>
10:50 (PT)   1:50 (ET)	<b>Recharge &amp; Refresh</b> with Josh Feldman, <i>R&amp;R: The Rest of our Lives</i>
11:05 AM (PT)	<b>Stories of Courage</b>
2:05 PM (ET)	Rabbi Angela Buchdahl, <i>Senior Rabbi, Central Synagogue</i> Nancy Levy Torres, <i>Congregant &amp; Educator</i> Rabbi Mary Zamore, <i>Executive Director, Women's Rabbinic Network</i> Moderator: Elana Wien, <i>Executive Director, SRE Network</i>
11:50 AM (PT)	<b>Breakout Groups</b>
2:50 PM (ET)	<i>Select your breakout option:</i> <ul style="list-style-type: none"> <li>• <b>Option A</b> (Open to all): Creating an Organizational Culture and Commitment to SRE <i>Facilitators: Joy Brand-Richardson, Jon Hornstein, Idit Klein, Jon Marker, Gamal Palmer, Sara Shapiro-Plevan, EdD, Todd Rockoff, Deborah Rosenbloom, Atara Steiner</i></li> <li>• <b>Options B</b> (Board members and Senior Professionals only): What's Law Got to do with It? Unpacking Legal Considerations of Institutional Courage with Chai Feldblum, <i>Civil Rights Advocate and Scholar</i></li> <li>• <b>Option C</b> (Fundors only): Funding with an Equity Lens: Funder Tuneup with Slingshot</li> </ul>
12:20 PM (PT)	<b>Concluding Remarks</b>
3:20 PM (ET)	Elana Wien, <i>Executive Director, SRE Network</i>



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## SESSION DESCRIPTIONS

### **Creating Respectful Workplaces as Culture Change**

*GINNA GREEN, Rachel Jacoby Rosenfield, Fran Sepler, Rachel Faulkner (Moderator)*

What do we mean by “respectful workplace” and what are the strategies for building a more respectful workplace as a form of cultural change? In this session, we will hear from experts and practitioners who work every day to create a more respectful workplace.

### **Innovations in Workplace Communication and Policies**

*Dr. Shira Berkovits, Dr. Keren McGinity, Sarah Pierson (formerly Beaulieu), Robert Bank (Moderator)*

How do we ensure that the workplace strategies we are implementing are designed by centering the experiences and needs of those most vulnerable to misconduct and abuse, while also being practical for leaders and organizations to implement effectively? Learn from experts on how they are pushing forward with innovation in two of the fundamental components of healthy workplaces: how we talk about misconduct in the workplace, and how we create and implement policies to both prevent and address it.

### **Gender Equity in the Jewish Community**

*Danielle Natelson, Yocheved Sidof, Mordy Walfish, Dr. Guila Benchimol (Moderator)*

In 2021, Leading Edge issued a report on *The Gender Gap in Jewish Nonprofit Leadership*. A similar report was recently completed on the relationship between leadership and gender in Orthodox Judaism. What can we learn about trends from comparing the findings of the two reports? How has the 2021 report informed changes in organizations’ approaches to this work?

### **Stories of Courage**

*Rabbi Angela Buchdahl, Nancy Levy Torres, Rabbi Mary Zamore, Elana Wien (Moderator)*

Cultivating institutional courage is a necessary piece of ensuring accountability within organizations, including in the context of addressing historical revelations of misconduct and abuse by prominent leaders in our community. When organizational leaders take bold steps to make things right, it is often because those who have directly been harmed by abuse and misconduct in our workplaces and communal spaces have come forward. In doing so, those who have been harmed display tremendous courage in both advocating for themselves and for the future well-being of our community. True courage requires both institutional leaders and victim-survivors of abuse coming together to point the way forward. Hear from such leaders in this session.

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## **Jewish Ethics around Naming Harm**

*Rabbi David Teutsch*

Identifying and naming harmful behaviors and actions is important. If we can't see what is wrong, how are we to fix it? But doing so raises important legal and ethical implications in our workplaces and communal spaces, particularly in terms of who has the power to identify and name the behavior, as well as in setting the terms with regard to what information is and is not disclosed. Legal tools such as mutual non-disparagement and confidentiality clauses in separation agreements, can be used both to protect the interests of those most harmed, as well as to silence individuals from coming forward fully. The legal implications and considerations of this topic are complex and beyond the scope of this session. This session will instead use Jewish text and tradition to examine the Jewish ethical considerations of workplace practices, specifically as they relate to who is being heard, who is being protected, and how Jewish ethics can guide us to do better.

## **Bringing a Commitment to SRE through a Transformative Justice Lens**

*Dena Robinson*

How might we advance safety, respect, and equity in the workplace without reproducing carceral frameworks and relying on punishment or policing? How might we advance safety, respect, and equity in the workplace through redress, accountability, and digging up the roots of harmful behavior? This breakout session will delve into the "how to" of transformative justice and the ways in which you can apply that framework to your workplace.

## **Creating an Organizational Culture and Commitment to SRE**

*Joy Brand-Richardson, Jon Hornstein, Idit Klein, Jon Marker, Sara Shapiro-Plevan, EdD, Gamal Palmer, Todd Rockoff, Deborah Rosenbloom, Atara Steiner*

For an organization to truly become a safe, respectful, and equitable workplace, the entire culture of the organization must shift. How do we move SRE from one person in an organization to permeate to the whole organization? How do we make this work a permanent part of our organizations and not a reactive short-term step? In small group discussions, we will address these questions and strategize about how to bring the fundamentals of safety, respect, and equity to your organization.

## **What's Law Got to do with It? Unpacking Legal Considerations of Institutional Courage**

*Chai Feldblum*

Creating a safe and respectful workplace requires, most importantly, culture change. But leaders also have to be aware of legal requirements regarding anti-discrimination and anti-harassment. This session will explain the basic requirements of those employment laws and offer ideas for leveraging compliance with the law into support for culture change.