

SRE NETWORK STANDARDS SELF-ASSESSMENT MEMBERSHIP SUMMARY REPORT FALL 2022

EXECUTIVE SUMMARY

SRE Network member organizations are successfully making gradual and steady progress along their journeys to building safer, more respectful, and equitable workplaces and communal spaces. And there is still much work ahead. In the context of global disruption and massive shifts in both the economy and workplaces, Jewish nonprofit leaders continued to prioritize the work of SRE. Thanks to their commitment we are seeing growth, courage, and bright spots.

For the second year, organizations were invited to self-report on progress toward implementing [workplace and communal standards](#) in the areas of safety, respect and equity. Member organizations include Jewish federations, schools, camps, synagogues and other nonprofit organizations. The organizations surveyed are focusing their efforts on Leadership & Accountability, Policies & Guidelines, Reporting & Response, and Education & Training. For more findings and insights [read the full report](#).

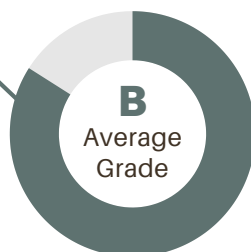
107
Participating
Organizations
with 6+ employees

18
Diagnostic
Questions

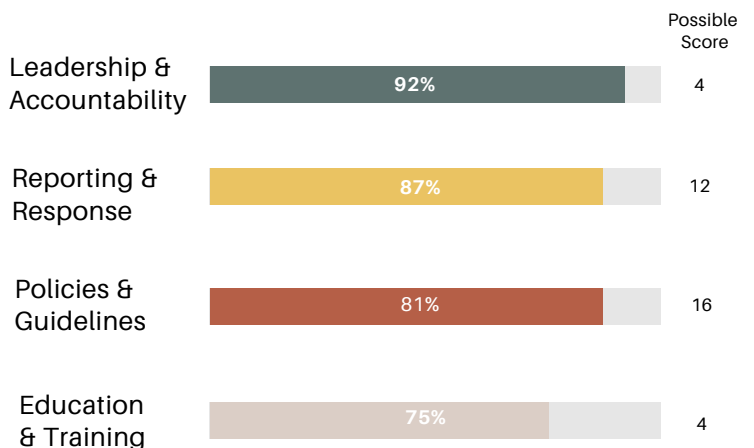
36
Total Possible
Score

Average Total Score

84%
Average Total
Score: 30.22



Average Standards Score



Where We Are Now: Common Strengths



Leadership & Accountability



Reporting & Response

Leadership & Accountability

Climate Survey

Report conducting an internal audit, climate survey, cultural assessment, or engagement survey of employees to assess and address risk factors regarding discrimination and harassment

90% of organizations

Reporting & Response

Establish Reporting & Response Processes

Report establishing processes for: reporting discrimination or harassment, requiring the organization to respond to complaints of discrimination and harassment; investigating complaints of discrimination and harassment.

90% of organizations

Focus Areas for the Next Year: Common Growth Areas



Education & Training



Policies & Guidelines

Specifically, organizations need to communicate policies and procedures to staff on a regular basis and provide more frequent in-depth trainings to staff.

How We Have Grown

Most Improved Areas



Policies & Guidelines



Reporting & Response

Score Change from 2021 to 2022

↑ **50%**

increased their total score

21%

maintained their total score

KEY FINDINGS

- **Overall, organizations improved in the last year.** 50% of organizations improved from 2021 and 21% sustained their progress, an accomplishment during a year of great disruption. The most frequent change was an improvement of 1-2 points. While the average score for organizations only increased by 0.5 points, individual organizations saw a much wider range of score changes, ranging from an increase by 10 points to a decrease by 13 points.
- **Organizations reported the most improvement in the areas of Policies & Procedure and Reporting and Response.** Some of the practices that saw the most improvement, remained in the lowest ranked questions and are still priorities for further improvement. Roughly 20-25% of organizations improved in regularly communicating reporting & response procedures to staff, making hiring and advancement policies easily accessible to staff and frequently communicating them, and training the individuals who conduct investigations into discrimination and harassment.

- **Education & Training is the area with the most room for growth.** Many organizations that provide only one training a year indicate it is insufficient and cite a need for more frequent in-depth trainings. 54% report providing training to employees regarding policies and reporting. 64% provide training on preventing and addressing discrimination and harassment. 18% of organizations declined in these two training areas from 2022 to 2021.
- **Communicating policies and procedures to staff on a regular basis is a key growth area priority.** This includes regularly communicating the fair and equitable hiring and advancing policies; reporting and response procedures; and non-discrimination policies.
- **While most organizations have successfully established processes for Reporting & Response, many have not yet communicated these procedures to staff on a regular basis nor provided training to the individuals responsible for conducting internal investigations.**
- **While Policies & Guidelines and Education & Training had the lowest cumulative scores, it is noteworthy that their scores are not actually low.** While Policies & Guidelines and Education & Training don't meet the common strength threshold and are thus identified as the most common growth areas, it bodes well that they are still above 75%.

KEY LEARNINGS & IMPACT

Are SRE Network member organizations progressing in their journeys towards becoming more safe, respectful, and equitable workplaces?

Yes! SRE Network member organizations are successfully making progress as they implement intentional incremental change and work to maintain their improvements and progress. 52% of organizations improved in the last year and 15% of organizations maintained their progress.

Has SRE Network made an impact in the most common areas of improvement?

Yes, the areas SRE Network invested the most support in this past year were the two most common areas of improvement.

1. **Policies & Guidelines:** 42% of organizations increasing their scores. This coincides with the launch of the [Keilim Policy Toolkit](#), by Sacred Spaces with funding and guidance from SRE Network.
2. **Reporting & Response:** 34% of organizations increasing their scores which aligns with 1) focus of SRE monthly workshops on Reporting & Response 2) the launch of the Response module in the Keilim Policy Toolkit.

What are the key areas of growth (listed in order of priority) that member organizations should be investing in and addressing?

- **Education & Training**
 - Provide trainings- starting with one per year and then expanding to more frequent training about focusing on specific topics.
- **Policies & Guidelines**
 - Prioritize communicating policies and procedures to staff on a regular basis (specifically, their fair and equitable hiring and advancing policies; non-discrimination policy; and anti-harassment policy).
 - Update their handbooks and policies to reflect the evolving best practices.
- **Leadership & Accountability**
 - Foster further buy-in and commitment to their SRE work from their board members and lay leaders.
- **Reporting & Response**
 - Communicate their reporting & response procedures to staff on a regular basis
 - Provide training to the individuals responsible for conducting investigations of harassment and discrimination.

CONCLUSION

The findings in this report will guide the SRE Network team in developing upcoming learning, resource, and grantee opportunities to support organization's future growth and sustain their progress for lasting change.

While there is still much work ahead in this long-term journey, member organizations are poised to continue learning from, supporting, and growing with each other. Together, our SRE community can create safe, respectful, and equitable Jewish workplaces and communal spaces for all.

We could not do this work without our talented and committed [Staff and Advisory Board](#), [Network Members](#), [Grantee Partners](#), and [Supporters](#). We look forward to another year of growth in the work of both gender equity and creating healthy workplaces and communal spaces for all.

About SRE Network

[SRE Network](#) is a Jewish network of nearly 160 organizations rooted in our shared commitment to safety, respect, and equity-for all. We inspire meaningful change in workplaces and communal spaces by bringing people together to address gender-based harassment, discrimination, and inequity. Our work is focused on building community, research & learning, and strategic community investments, using an intersectional lens of gender justice. Learn more at srenetwork.org.