Jewish Organizations Making Gradual but Steady Progress to Be Safer, More Respectful, and Equitable Workplaces
New Report from SRE Network highlights improvements in policies, reporting procedures, and communication to address discrimination and harassment

November 16 – More than 130 Jewish organizations are making gradual but steady progress along their journeys to building safer, more respectful, and equitable workplaces and communal spaces, a new report from SRE Network shows. Organizations have updated policies and improved reporting procedures to address discrimination and harassment. These efforts help create more respectful workplaces and communal spaces.

The report shares self-reported survey results from SRE Network's member organizations across the country that are striving towards implementing workplace and communal standards in this area. 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.

Key Learnings for Large Organizations (6+ employees):

Reporting & Response and Leadership & Accountability are strengths for large organizations.
- **Most organizations have established procedures to report, respond to, and investigate complaints of discrimination and harassment.** Meanwhile, organizations report a need for improvement in communicating these to staff more frequently and training the individuals responsible for conducting investigations.
- **Most organizations are conducting a "climate survey"** (such as the Leading Edge Employee Experience Survey), to assess and address workplace risk factors.
- **Organizations can still foster more buy-in** and commitment to their SRE work from their board members and lay leaders.

Areas of Policies & Guidelines and Education & Training show the most need for improvement.
- **Communicating policies and procedures to staff on a regular basis is a common growth area** among organizations. This includes regularly communicating fair and equitable hiring and advancing policies; reporting and response procedures; and non-discrimination policies.
- **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.

SRE Network large member organizations are making progress overall with an average total score of 84%, calculated based on how many organizations answered yes to a series of questions covering each area. 52% of organizations improved between 2021 and 2022.

"Year over year, even with recent challenges, nonprofit leaders are investing time and resources to create positive workplaces for all—and because of this we see significant improvement," says Elana Wien, Executive Director of SRE Network. "These leaders must have both a commitment to the work *and* the resources, best practices, and support to make these changes effectively. We're gratified to see the needle moving and know there is more to be done."

The gradual progress reflected in the assessment's first two years echoes SRE Network's broader successes since its launch in 2018 to create field-wide culture change, specifically regarding anti-discrimination and sexual harassment awareness and policies. According to Leading Edge's 2022 Employee Experience Survey, a strong majority of employees currently report that their organizations have anti-discrimination policies and sexual harassment policies. Almost all of those employees say they know what to do if a policy is violated. In 2022, 83% reported that they know their organization has a sexual harassment policy and of that, 93% know what to do if it is violated. Only 67% of respondents knew about their organizations' sexual harassment policies in 2017.

SRE's report also notes that smaller organizations (1-5 employees) have varying needs for support and areas of growth vary significantly. Their data do not tell as clear cut a story as the large organizations. Small organizations are doing well overall with an average total score of 83%. Policies & Guidelines and Education & Training are the most common areas small organizations view as their priorities for improvement. More than a third of small organizations also say they do not "allocate time, money and resources annually to prioritize diversity, inclusion and harassment prevention."

"We welcome the progress toward safer, more respectful and equitable workplaces and the drive led by SRE Network to create this positive change," adds Lisa Eisen, SRE Network Advisory Board Chair and Co-President of Charles and Lynn Schusterman Family Philanthropies. "Jewish nonprofits must attract and retain top talent to achieve their missions, and we can only do that if workplaces are models of safety, respect, and equity. The data paint a picture of important improvements and of areas that must still be addressed."

The report will guide the SRE Network in developing learning, resource, and grantee opportunities to support organizations' future progress and to sustain lasting change in the field of Jewish nonprofits.

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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. Their work is focused on building community, research & learning, and strategic community investments, using an intersectional lens of gender justice. Learn more at srenetwork.org.