

# Institutional Accountability, Teshuva, & Restorative Justice: What Institutions Need to Know

*A preview of the application for this training series can be found below. Please note that many of the questions provide options from which to select your answers. Others ask for you to write in your response.*

The calls to accountability around sexual harm in Jewish spaces have continued to grow over the last five years. This has left Jewish organizations and professionals with many questions about how to respond to and repair harms they have caused or enabled. When an institution or organization fails to respond appropriately it is known as institutional harm or moral injury. This SRE sponsored training series will outline what you need to know and do as an institution who is seeking to repair harm in a survivor-centered and trauma-informed way.

## **The series will provide you with:**

- A. An overview of restorative justice - what it means and entails and who it involves
- B. A framework for understanding secondary victimization and institutional harm
- C. A Jewish lens on restorative justice and institutional accountability, using teshuva as a guide
- D. An understanding of institutional courage and institutional accountability
- E. An assessment of readiness for restorative justice/teshuva/accountability at an institutional level

## **Who is eligible?**

Professionals working in SRE member Jewish organizations, institutions, or communal spaces who are looking to understand what they need to know and do if they a) want to help their organization or institution take accountability in the aftermath of harm for which their

organization is responsible, b) respond more appropriately to survivors' needs following their disclosures of harm, and/or c) want to know what they need to expect if they will sit with those they have harmed and how to involve appropriate stakeholders. The training series is **not** for those looking to learn how to facilitate restorative justice processes or for individuals who have caused harm looking to repair the harm they have caused.

To help us create a cohesive and balanced cohort, please fill out the following application with honesty and transparency. Dr. Guila Benchimol and Dr. Alissa Ackerman, the facilitators of this course, will review all application materials. This course is being facilitated through Ampersands Restorative Justice, LLC (herein "Ampersands"). The information you provide in this application will be stored at Ampersands and only Drs. Benchimol and Ackerman will have access to it. However, the organizational and demographic information will be shared with SRE Network who are sponsoring this training series.

Is your organization a member of SRE? (**To participate in this series, your organization must be a [member of SRE](#).** Please email [info@srenetwork.org](mailto:info@srenetwork.org) to learn about how to become a member.)

If you are not the organizational leader, does your organizational leader know that you are applying to participate in this cohort?

**Selecting "Agree" below indicates that you have read the information above and voluntarily agree to participate in this application process. If you do not wish to participate in this application, please decline participation by selecting "Disagree" and exit the application.**

## Section 2 of 5

### **Why are you interested in this training series?**

*This section asks questions about your interest in restorative justice more broadly and about the intersection of that interest and your current role at your organization. **The responses to this section will only be viewed by Dr. Alissa Ackerman and Dr. Guila Benchimol.***

1. Please describe your overall interest in participating in this training series?
2. Do you have a general interest in restorative justice or are you interested in this training series because of specific instances of harm that you/your organization are looking to address at some point?
3. If you answered that you are interested in this training series because of a specific instance of harm, can you please briefly describe that harm without

sharing any identifying information? (Please note that this series is focused on sexual harm).

4. What are you hoping to learn from this training series?
5. How are you hoping to apply what you learn here?

### Section 3 of 5

#### Who is in the room?

*The questions in this section asks about your history and experience with some of the topics we will be covering to better understand who is in the cohort. It asks for you to talk about relevant experience you have, personally or professionally, with sexual harm and/or with restorative justice or accountability work. We ask that you share transparently, but also keep in mind that our expectation is that you only share what feels right for you. **Dr. Guila Benchimol and Dr. Alissa Ackerman will be the only ones viewing the responses to this section.***

1. Have you worked with individuals who have experienced sexual harm?
2. Have you worked with individuals who have perpetrated sexual harm?
3. How would you describe your ability to sit with uncomfortable and even triggering topics?
4. What Jewish values related to teshuva and accountability do you bring to this training series?
5. We will be looking at Torah and other Jewish texts and will translate everything into English. What is your level of comfort and familiarity with Torah and/or Jewish texts?
6. How might your participation help create a world with more safety, respect and equity?
7. What do you need to feel safe and present during this training series, either as part of the curriculum or as general values?
8. What else would you like to share that it is important for us to know regarding your suitability and participation?

### Section 4 of 5

## Organization and Role Questions

*This section focuses on the institution, organization, or community you currently serve and your role within that organization. **The responses to the organizational and role questions will be shared with SRE Network.***

1. What is the name of your organization?
2. What is the size of your organization?
3. What Jewish denomination does your organization serve, if any?
4. What type of population(s) does your organization serve?
5. What is your current role?
6. Please provide a description of your current role.
7. How does your role relate to being involved in accountability processes and restorative justice?

## Section 5 of 5

### Demographic Information

*This section asks for demographic information. **The responses to the demographic questions will be shared with SRE Network.***

1. What is your first name
2. What is your last name?
3. What are your pronouns? (Select all that apply)
4. What is your email address?
5. In what city and state are you located?
6. In what time zone are you located?
7. Please describe your race.
8. Please describe your ethnicity.
9. Which of the following best describes your gender identity?
10. Are you transgender?
11. What is your sexual orientation? (Select all that apply)

12. Are there any accommodations you would like us to know about so that you can better participate in this training series?