

SRE Network 2024 Convening: Learning Lab for Change

All sessions are subject to change.

Tuesday, June 4

- 1:00 pm Registration Opens & First Timers Meet-Up (Studio)
- 2:00-3:40 pm Welcome Remarks, *Shaina Wasserman*
Safety, Respect, & Equity in Our Workplaces:
The Experiences of Women in the Workplace
Dr. Amy Diehl & Rachel Garbow Monroe
The Status of the Jewish Workplace
Robert Bank, Gali Cooks, Lisa Eisen, & Ilana Kaufman
- 3:40-4:00 pm BREAK
- 4:00-4:45 pm **Understanding Equity in the Workplace**
Choose from one of the following:
A) **Advancing Accessibility**
Shelly Christiansen (Respectability)
B) **Advancing LGBTQ+ Equity**
Rabbi Micah Buck (Keshet)
C) **Combating Racism & Misogynoir**
Dr. Deitra Resier (Transform for Equity)
D) **Combating Sexism**
Dr. Amy Diehl (author)
- 4:45-5:00 pm BREAK
- 5:00-5:45 pm **Peer Learning: Finding Your Allies in Action**
Choose from one of the following:
A) CEOs/EDs, Large Orgs
B) CEOs/EDs, Small Orgs
C) Development Professionals
D) Foundation Professionals

- E) HR/Culture/Operations Professionals, Large Orgs
- F) HR/Culture/Operations Professionals, Small Orgs
- G) National Network Org Professionals
- H) Non C-Suite Level Advocates of safety, respect, and equity

5:45-6:30 pm **Reception** (2nd FL Lobby)

Wednesday, June 5

8:00 am Breakfast (Events Hall)

8:45 am-9:45 am Welcome by *Lisa Eisen* & D'var Torah by *Rabba Sara Hurwitz*
Bright Spots in Building Healthy Workplace Cultures
Ayana Morse (Svara), Whitney Weathers (Upstart) & Nicole Nevarez (Ta'amod) (moderator)

9:45-10:00 am BREAK

10:00-11:30 am **Workshop Sessions**
Choose from one of the following:

- A) **Building Equity into Your Operations Practices**
Dr. Imani Romney-Rosa Chapman & Franny Silverman
- B) **Driving Pay Equity Forward**
Dr. Amy Pytlovany (Center for Parental Leave Leadership)
- C) **Applying SRE Principles to Navigating the Antisemitism Conversation in the Workplace**
Dr. Andrea Jacobs (Ta'amod), Zachary Schaffer & Kara Wilson (Project Shema)
- D) **TBD**

11:30 am-12:30 pm Lunch (Events Hall)

12:30-1:35 pm **The Restorative Justice Triad: How Survivors, Institutional Leaders, and Jewish Community Members Can Come Together to Create Repair** (Events Hall)
Rabbi Rick Jacobs, Rabbi Marina Yergin, Rabbi Mary Zamore

Dr. Alissa Ackerman & Dr. Guila Benchimol (moderators)

1:35-2:00 pm

BREAK

2:00-3:00 pm

Peer Learning Labs

Choose from one of the following:

A) Navigating Power Dynamics and Leadership

Engagement: For Non C-Suite Level Advocates of safety, respect, and equity

Dr. Sara Shapiro Plevan (Gender Equity in Hiring Project)

B) Handling Cases of Misconduct

Fran Sepler (Sepler & Associates)

C) Leading Organizations During Tumultuous Times:

Navigating Workplace Realities Post Oct. 7: For CEOs/EDs

Nancy K. Kaufman

3:00-3:15 pm

BREAK

3:15-4:45 pm

Workshop Sessions

Choose from one of the following:

A) Using the Results of Your Leading Edge Survey to Drive Organizational Change

Dana Childress (Leading Edge)

B) Leadership Strategies to Foster Psychological Safety

Fran Sepler (Sepler & Associates)

C) Interaction Guidelines: A Tool for Shaping and Supporting Safety, Respect, and Equity

Stephanie Gray (Sacred Spaces)

D) Building an Anti-Racist Culture

Dr. Deitra Reiser (Transform for Equity)

5:00-5:30 pm

Closing Session (Events Hall)

Session Descriptions

Safety, Respect, & Equity in Our Workplaces

This session will feature two conversations that explore the status of workplaces, with a focus on the experiences of women across the sector and employees at Jewish institutions.

Experiences of Women in the Workplace

Dr. Amy Diehl (author) & Rachel Garbow Monroe (The Harry and Jeanette Weinberg Foundation)

President and CEO of The Harry and Jeanette Weinberg Foundation, Rachel Garbow Monroe, in conversation with award-winning gender bias expert and author Dr. Amy Diehl, will hone in on the experiences of women in the workplace, and discuss strategies for how we can break the gender bias barriers still holding women back.

The Status of the Jewish Workplace

Panelists: Gali Cooks (Leading Edge), Lisa Eisen (Charles and Lynn Schusterman Family Philanthropies), & Ilana Kaufman (Jews of Color Initiative)
Moderator: Robert Bank (AJWS)

Jewish workplaces and their employees are in the midst of one of the most painful and tumultuous years our Jewish community has faced in decades. Organizational leaders and changemakers Lisa Eisen, Gali Cooks, Ilana Kaufman, and Robert Bank will hold an in-depth conversation about today's complex challenges facing Jewish workplaces, as well as the inspiring bright spots that offer a hopeful path forward. We will narrow in on the unique challenges employees, leaders, and marginalized communities are navigating in today's post-October 7 reality. Together, we will discover how a Jewish communal sector anchored in safety, respect, and equity will guide us toward collective healing, and a vibrant, purposeful future.

Understanding Equity in the Workplace Breakout Sessions

Making our workplaces more equitable requires an intersectional, multi-dimensional approach. We know that racism, sexism, ableism, homophobia, transphobia, and other forms of inequity and discrimination are inextricably linked. Deepening our

understanding of these inequities will enable us to better infuse explicit equity lenses into our approach to healthier and safer workplace cultures.

In each breakout, an expert in one of the following topics will share some on-the-ground experiences of marginalized communities in Jewish workplaces; examine how that form of inequity functions and impacts individuals; and explore practices and considerations for advancing equity through the specific lens.

Select one of the following breakout sessions:

- A) **Advancing Accessibility**
Shelly Christiansen (Respectability)
- B) **Advancing LGBTQ+ Equity**
Rabbi Micah Buck (Keshet)
- C) **Combating Racism & Misogynoir**
Dr. Deitra Reiser (Transform for Equity)
- D) **Combating Sexism**
Dr. Amy Diehl (author)

Peer Learning: Finding Your Allies in Action

Jumpstart your conference experience with a dynamic networking session to connect with professionals serving in similar roles at similarly sized organizations, Engage in small, guided group discussions to learn from each others' recent accomplishments, tackle challenges, and seek insights from colleagues navigating their safety, respect, and equity journeys. This networking opportunity lays the foundation for each of us to build collaborative partnerships with allies from diverse organizations across SRE Network.

Select one of the following based on which is most relevant to your role and/or your organization's size.

- A) CEOs/EDs of Large Organizations
- B) CEOs/EDs of Small Organizations
- C) Development Professionals
- D) Foundation Professionals
- E) HR/People/Culture/Operations Professionals of Large Organizations
- F) HR/People/Culture/Operations Professionals of Small Organizations
- G) National Network Organization Professionals

H) Non C-Suite Level Advocates of safety, respect, and equity*

**Non-C-suite professionals who are advocating for advancing safety, respect, and equity, but who do not hold organizational decision-making authority.*

Bright Spots in Building Healthy Workplace Cultures

Panelists: Ayana Morse (SVARA), Whitney Weathers (UpStart)

Moderator: Nicole Nevarez (Ta'amod)

This session will highlight successful initiative approaches SRE member organizations and grantees have implemented to build healthy and respectful workplace cultures. Learning directly from organizational leaders about their successes, we will discover concrete tactics that are sparking meaningful culture change within Jewish workplaces. Get excited about the possibilities for the future of building healthy workplaces and gain actionable and adaptable ideas to foster equitable cultures where everyone can thrive.

Workshop Sessions (Morning, Day 2)

A) **Building Equity into Your Operations Practices**

Dr. Imani Romney-Rosa Chapman (imani strategies, llc) and Franny Silverman (mefranny.com)

How can you use your operations to advance equity in your workplace? How do you assess how your organization's operations (policies, tools, systems, platforms, etc) reinforce inequities? From your behavior expectations, approach to professional development, budgeting process, use of technology, and more there are many choice points through which your organization could consider the impact on equity and how to make a different decision that challenges the status quo and advances equity in your workplace.

This session is recommended for HR/People/Culture/Operations professionals.

B) **Driving Pay Equity Forward**

Dr. Amy Pytlovany (Center for Parental Leave Leadership)

Participants will explore how pay equity can drive positive change and promote a more inclusive workplace culture. Through engaging discussions and data-driven arguments, attendees will gain a comprehensive understanding of the current

pay equity landscape and uncover actionable strategies for implementation. This session offers opportunities to hear real-world case studies and identify practical steps for building fairer compensation structures and fostering pay transparency. Attendees will walk away with a clear roadmap and the confidence to drive pay equity work forward within their organizations.

C) **Applying SRE Principles to Navigating the Antisemitism Conversation in the Workplace**

Dr. Andrea Jacobs (Ta'amod), Zachary Schaffer & Kara Wilson (Project Shema)

Of the many conversations about antisemitism in the current climate, one that has been missing is the impact it is having on employee wellness, psychological safety, and workplace culture. This session will include a brief overview by Project Shema on how they approach this discourse in a way that centers empathy, curiosity, and pluralism. A panel and Q&A with representatives of Project Shema, Ta'amod, and Leading Edge will then explore how to understand anti-Jewish harm, how it is impacting our workforce, what strategies and policies we should consider, and how to create space for differences.

D) **Session TBD**

The Restorative Justice Triad: How Survivors, Institutional Leaders, and Jewish Community Members Can Come Together to Create Repair

Panelists: Rabbi Rick Jacobs (URJ), Rabbi Marina Yergin (Temple Beth El), & Rabbi Mary Zamore (WRN)

Moderators: Dr. Alissa Ackerman (Ampersands Restorative Justice) & Dr. Guila Benchimol (SRE Network)

This session will shine a spotlight on the deeply transformative work of restorative justice to address harm within Jewish institutional life. Gain valuable insights into each step of this profound process, unraveling layers of the restorative justice methodology. Explore how this one model of institutional accountability can center survivor voices while working with institutional leaders, and foster spaces of empathy, understanding, and meaningful dialogue. We will also address key questions surrounding this process: How can institutions truly meet the needs of survivors? How can survivors trust institutions that harmed them to engage in these processes? What is the role of the

community in fostering repair?

**CW: This session will discuss the experiences of those who have experienced sexual harm and other forms of harm in Jewish spaces.*

Peer Learning Lab Sessions

Step into the Peer Learning Lab – an interactive space designed for collaborative thinking and real-time exploration of workplace challenges. Guided by experienced facilitators, we will delve into complex scenarios organizations are facing and workshop solutions together. Through dynamic discussion and hands-on collaboration, we will brainstorm practical ideas to address common obstacles faced in the Jewish communal sector.

A) Navigating Power Dynamics and Leadership Engagement

Dr. Sara Shapiro-Plevan (The Gender Equity in Hiring Project)

Many dedicated professionals who are passionate about championing safety, respect, and equity work with senior leaders but may not hold the decision-making authority to bring about the change they seek. They often ask: “How do we move the needle? How do we support our organization and create a relationship of accountability when we don’t have the discretion to make decisions? How do I persevere in this work when I haven’t been able to create momentum at my organization yet?” In this session, participants will have space to explore the realities of these challenges and brainstorm ways to navigate power dynamics as they engage their leaders in doing this important work.

This session is recommended for professionals who are advocating for advancing safety, respect, and equity, but who do not hold organizational decision-making authority.

B) Handling Cases of Misconduct

Fran Sepler (Sepler & Associates)

As we work to understand the full spectrum of workplace misconduct, we must focus on what leaders can do to respond in a productive and supportive way. Receiving and acting on claims of misconduct is complex work, whether the misconduct was persistent rudeness and lack of civility, bullying and abusive behavior, or unlawful harassment. In this peer learning lab, we will walk through

and discuss the challenges we face in responding properly and effectively to these important concerns. Exploring nuanced scenarios that are based on real experiences, we will work through the complex decisions and considerations that come with each unique concern or complaint. Cases will include misconduct by a senior leader and donor.

This session is recommended for HR/People/Culture/Operations professionals, senior leaders, and/or those who have previously attended a training with Fran Sepler or Ta'amod.

C) **Leading Organization During Tumultuous Times: Navigating Workplace Realities Post Oct. 7**

Nancy K. Kaufman

Amidst unprecedented challenges, CEOs and Executive Directors across the Jewish communal sector bear the responsibility of steering their organizations through turbulent waters. This session provides CEOs and Executive Directors with a dedicated supportive space to exchange insights on effectively addressing the evolving needs of their staff and workplaces in a world reshaped by the events of October 7. Through facilitated dialogue, participants will discuss topics such as navigating complex staff dynamics amidst growing polarization and overcoming resistance to diversity, equity, and inclusion initiatives while staying committed to advancing equity and anti-racist work.

This session is for senior organizational leaders: CEOs and Executive Directors.

Workshop Sessions (Afternoon, Day 2)

Choose from one of the following:

A) **Using the Results of Your Leading Edge Survey to Drive Organizational Change**

Dana Childress (Leading Edge)

How can your organization translate data from your employee engagement survey into actionable organizational change? Employee surveys provide invaluable data about how staff experience the workplace and can help your organization chart how to improve your workplace culture. Join Leading Edge to learn how to digest the findings of your employee survey, tactical ways to

communicate your findings to your staff to strengthen transparency and staff buy-in, and how to leverage these learnings to build an action plan. Together, we'll get inspired by the possibilities of post-survey actions that can lead to change now and long-term at our organizations.

B) Leadership Strategies to Foster Psychological Safety

Fran Sepler (Sepler & Associates)

Psychological safety is vital to creating a productive workplace that has a respectful and healthy culture. Organizational leaders play a significant role in cultivating a psychologically safe team environment. After a brief refresher on psychological safety, this session will provide an advanced dive into how to assess your current level of psychological safety and help you build an action plan for fostering psychological safety in your workplace. We'll explore practices that any leader can implement as well as organization-wide strategies that can be adopted across teams and departments.

This session is recommended for HR/People/Culture/Operations professionals.

C) Interaction Guidelines: A Tool for Shaping and Supporting Safety, Respect, and Equity

Stephanie Gray (Sacred Spaces)

Interaction guidelines help outline norms and shared expectations for creating safer, more respectful, and equitable interactions among those involved within your organization. These guidelines can support your team in integrating your organization's shared values into their daily practice, and actively be part of living and reflecting the desired organizational culture, beyond your written policy. In this session, participants will gain knowledge about different types of interaction guidelines by examining samples and discussing the unique needs and challenges of different stakeholders in your organization.

D) Building an Anti-Racist Culture

Dr. Deitra Reiser (Transform for Equity)

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This session will focus on advancing your organization's diversity, equity, inclusion, and belonging efforts by creating or improving an antiracist culture. This session is designed for those already on the journey of fostering an inclusive workplace and aims to provide concrete action steps for cultivating antiracist practices within your organization. We will define what an antiracist culture looks and feels like, learn several characteristics that build an antiracist culture, identify our organization's current strengths, and reflect on areas for growth. Through self-assessment and collaborative discussions, we will develop a key idea for instituting improvement in our workplace culture. While all individuals are welcome, we encourage organizational teams to attend this session together, if possible, to foster collective learning and shared commitment to this work.

Speaker Bios

View all speaker bios at www.srenetwork.org/2024-convening/#speakers