

2025

Mobilizing the field to advance gender equity

SRE Network Year in Review



We envision a Jewish communal landscape where safety, respect, and equity are lived realities, every individual belongs, and organizations thrive.

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A message from Rachel

Dear Friends and Partners,

As we reflect on this past year, it is impossible to ignore the complex and often painful backdrop in which we are doing our work. Hard-won rights are being stripped away; antisemitism is surging; democratic norms are eroding; and fear-based politics targeting women and historically marginalized groups are on the rise. Suffice it to say, for Jewish professionals – particularly those focused on equity work – it has been a tough year.

Yet, even in the heaviness, our fierce pursuit of gender equity has not wavered. **For SRE Network, our core Jewish values of safety, respect, and equity have remained our anchor in a fractured world.**

The urgency of our work is unmistakable. Gender equity is both a moral imperative and a structural necessity for the vitality of Jewish communal life. With nearly 70% of our workforce made up of women, yet only 30% in roles where positional power is held, our sector's resilience is inseparable from our commitment to gender equity.

We are standing at a pivotal moment, one in which the work of gender equity must move beyond reactive response and become integral to our sector's core. The next phase of our work must be one of foundation building.

With this in mind, 2025 became SRE's year of dreaming and visioning. While going through internal transitions, we paused to ask ourselves: What is SRE uniquely positioned to catalyze? How do we create collective impact? Through convenings and listening sessions, we began shaping a long-term vision of SRE as a field catalyst, focused on connecting partners, aligning priorities, and stewarding shared learning so that gender equity becomes a defining feature of Jewish communal life.

From this reflection also emerged **four focus areas** that will guide SRE's next chapter: **Advancing Women's Leadership, Building Systems of Harm Prevention and Response, Mobilizing Men as Partners, and Engaging Funders for Systemic Change.** These focus areas reflect our commitment to advancing gender equity and our conviction that enduring change requires shared responsibility and courageous leadership.

I am deeply proud of what we have accomplished together this year: supporting hundreds of professionals through learning sessions, communities of practice, and roundtable conversations that created space for honest reflection and problem-solving; developing essential resources and offering consulting and guidance to help professionals navigate challenges; gathering our community at the first-ever Jewish Belonging Summit; hosting an Executive Leadership Symposium to hold critical conversations about the future of gender equity; and clarifying our organization's mission and identity for the years to come.

None of this would be possible without the generous partnership of our supporters and ~200 member organizations whose investment in this work fuels the possibility of a stronger, more just Jewish future.

As we look to the year ahead, we do so with humility and hope. Strengthening our core has prepared us for what comes next. Together, we can build a Jewish communal landscape where every individual can belong, lead, and thrive.



With deep gratitude,
Rachel Gildiner
Executive Director
SRE Network

A handwritten signature in black ink that reads "Rachel Gildiner".

Our Impact

A look back on SRE's impact since our founding in 2018.



200 Member Organizations

200 organizations across the Jewish nonprofit sector have connected with SRE to strengthen their commitment to advancing gender equity, safety, and respect.

SRE has distributed over **\$7M in grant dollars across the field**, catalyzing culture change and sparking the development of vital resources and programs.

\$7+ Million in Grant Dollars

SRE's grantmaking efforts have supported **124 projects** advancing safety, respect, and equity in Jewish workplaces across **61 organizations**.

124 Grantee Projects

SRE has hosted **40 online, expert-led learning sessions for ~3K attendees** focused on core topics around sexual harm prevention, gender equity, belonging, and more.

40 Learning Sessions

7 Convenings

SRE **convened thousands** at gatherings over the years to strengthen the movement for safety, respect, and equity.

Our Mission

SRE Network mobilizes Jewish organizations to **advance gender equity** and **cultivate inclusive workplaces** and communal spaces where all individuals can thrive and drive change.



Our Vision

We envision a Jewish communal landscape where **safety, respect, and equity** are lived realities, every individual belongs, and organizations thrive.

Our Values

In 2025, these values shaped how we showed up for our members, our community, and one another.



B'TZELEM ELOHIM

We Are All Created
in G-d's Image



KAVOD

Honor and Respect



AREVUT

Mutual Responsibility



**TIKKUN AND
TESHUVAH**

Repair & Return



**SHMIRAT
HANEFESH**

Caring for the Soul



TZEDEK

Justice

Our Core Focus Areas

ADVANCING DIVERSE WOMEN'S LEADERSHIP

Leadership at every level reflects the diversity of our people.

BUILDING HARM PREVENTION AND RESPONSE SYSTEMS

Organizations respond to harm with clarity, compassion, and accountability.

MOBILIZING MEN AS PARTNERS

Male leaders model partnership and allyship as the norm.

ENGAGING FUNDERS

Funders invest in equity not as a moment, but as a movement.

With these focus areas as our guide, we are building a Jewish communal sector where gender equity becomes not a project to complete, but the foundation on which Jewish communal life can truly thrive.



**A Note on gender: For the purposes of our work, we define women as those who self-identify as such, including cisgender and transgender women. We understand gender to exist on a continuum and enthusiastically support the active participation and recognition of all gender identities and expressions in our Jewish workplaces.*



Our Approach

Through an interconnected and relational approach, we strive to accelerate gender equity across the Jewish communal landscape. Our four key strategies to drive systemic culture change are: **connecting partners** across silos, **creating and curating resources** for shared learning, **investing in the field** through strategic grantmaking, and **hosting gatherings** that bring our community together to learn with and from one another. Our goal is the collective flourishing of the leaders and organizations advancing gender equity.



Network Weaving



Resource Sharing



Grantmaking



Learnings & Gatherings

”

“[SRE’s support] has allowed us to move forward from what has been a long and difficult process. We cannot underestimate how powerful it is for individual leaders and organizations to feel a movement at our backs.”
- SRE Network grantee and member



Network Weaving

This year, SRE's network weaving efforts created vital spaces for leaders to problem-solve and support one another. From one-on-one coaching conversations to communities of practice to intimate roundtable conversations, we built the connections that make it possible for us to move the needle on safety, respect, and equity work.

COMMUNITIES OF PRACTICE

We facilitated three Communities of Practice for unique audiences:

- **Orthodox leaders**
- **SRE grantees**
- **HR and operations professionals**

CONSULTING & GUIDANCE

We formalized our consulting and guidance offering, connecting members with SRE staff for support. Through **512 1:1 conversations**, we helped members navigate challenges and strengthen gender equity across their organizations.

ROUNDTABLE CONVERSATIONS

SRE facilitated two roundtable conversations for **32 CEOs and executive directors**, offering leaders a trusted space to share insights and strengthen relationships.

THE STANDARDS & CODE OF CONDUCT

We continued to share and promote the **SRE Standards**, offering members a pathway to strengthen safety, respect, and equity at their organizations. We also introduced a shareable **Code of Conduct** that members can use at their events.





Network Weaving Spotlight

COMMUNITIES OF PRACTICE

Community of Practice for HR & Operations Professionals

“It’s easy to feel isolated and alone in certain aspects of my work. Being part of SRE’s Community of Practice for HR professionals not only helped me feel less alone, but it solidified my place in this amazing community of smart, passionate people working towards a safer, more respectful, and equitable Jewish nonprofit sector – and world”

HR CoP Participant, 2025

22 Participants

We welcomed **22 professionals** from organizations across the sector, including JCC Association of North America, Hillel International, Leading Edge, and more.

6 Sessions

Participants convened monthly on Zoom over the course of six-months to learn from experts and each other on issues ranging from operationalizing equity in policies and building human-centered cultures.

Community of Practice for Orthodox Professionals

10 Participants

10 Orthodox women leaders who are passionate about advancing safety, respect, and equity participated.

5 Sessions

Participants attended five Zoom sessions over the course of seven-months where they identified common challenges, shared wisdom, formed deep connections.

“We are lacking the relationships that we need to move the needle - this is the beginning of changing that. It’s really special. There are not many spaces that are as diverse as this one in Orthodoxy.”

Orthodox CoP Participant, 2025



Learnings & Gatherings

In 2025, we brought together hundreds of nonprofit professionals to learn, connect, and strengthen the movement for safety, respect, and equity across our sector. From an expert-led learning series on building cultures of inclusion to national gatherings on advancing gender equity and belonging, to SRE staff-led panels at partner events, these learnings deepened our capacity for culture change.

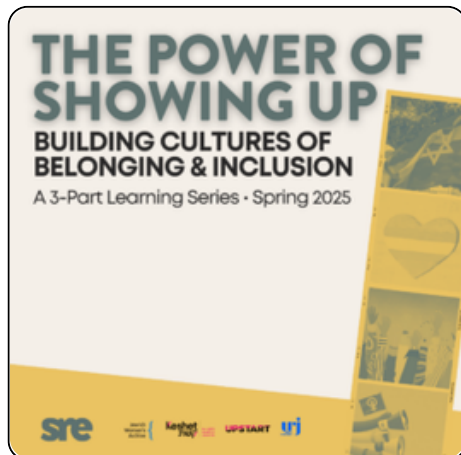
300 Program Attendees

300 individuals representing **150 organizations** attended SRE's virtual learnings in 2025, a **46% increase** from 2024.

280 Participants

280 people attended SRE's in-person gatherings this summer.

2025 SRE-Hosted Learnings & Gatherings



3.18, 4.10, 4.30: Three-Part Spring Learning Series on Building Cultures of Belonging & Inclusion



9.18: From Reflection to Renewal: Torah of SRE High Holiday Learning Session



12.8: Building Cultures of Care: Why Family and Medical Leave Matter in Jewish Workplaces



5.7-5.8: Jewish Belonging Summit (Baltimore)



6.9-6.10: Executive Leadership Symposium (NYC)



Learnings & Gatherings Spotlight

JEWISH BELONGING SUMMIT



May 7-8, 2025

200 Participants

89%

89% of attendees agreed that the Summit energized their commitment to advancing belonging, safety, respect, and equity.

One participant said, “*This Summit re-energized me and gave me the language I need to move belonging forward in my synagogue, my Jewish community, and the larger community.*”

Overview

In May, we proudly co-hosted the inaugural **Jewish Belonging Summit** in partnership with **JFNA’s Center for Jewish Belonging**. ~200 Jewish professionals joined us for two inspiring days of skill-building, learning, and networking.

Session topics included: belonging and Jewish philanthropy, leading in times of uncertainty, coalition building across identity groups, the building blocks to creating safe and respectful workplaces, belonging across differences, cultivating an inclusive leadership pipeline, and more.



In the News





Learnings & Gatherings Spotlight

EXECUTIVE LEADERSHIP SYMPOSIUM

Overview

In early June, we convened an [Executive Leadership Symposium on Advancing Gender Equity in the Jewish Communal Landscape](#). We brought together a select group of 80 executive leaders and philanthropists for powerful discussions about how we can move from challenges to solutions for our sector and our organizations. Together, we:

- **Deepened understanding of existing gender issues**
- **Shared new perspectives** on leadership structures and pay equity.
- **Engaged in open dialogue** and shared experiences to address shared challenges.
- **Discussed practical tools** and interventions to drive culture change and communal-level approaches to shift compensation norms.



June 9-10, 2025

80 Participants

85%

85% of participants agreed the Symposium helped them **imagine possible solutions** to challenges in building safe, respectful, and equitable workplaces.

One attendee said, “*The day was packed but purposeful. It felt like every minute was well spent, and we were able to accomplish a lot.*”



Read the Leadership Symposium report [executive summary](#)



Learnings & Gatherings: SRE Around Town

TRAININGS & TALKS

Our team spoke on a number of trainings, panels, and webinars with partner organizations to share insights into core challenges around gender equity and justice for sexual harm survivors.

Rabbanut North America

May • Shalom Hartman Institute

A presentation by **Dr. Guila Benchimol** on trauma-informed pastoral care.

Safe Homes, Safe Spaces Summit

May • Shalom Task Force

Two keynote conversations featuring **Dr. Guila Benchimol** on the impact of intimate partner violence.

JIMENA's National Social Service Providers Cohort

May • JIMENA

A presentation by **Dr. Guila Benchimol** on trauma-informed care.

Rabbinic Ethics Retreat

June • CCAR, RA, RRA

Dr. Guila Benchimol facilitated sessions with ethics committees from CCAR, RA, and RRA on accountability and ethics processes.

May Their Memories Be For A Blessing: Holding Their Light, Holding Our Loss

October • Svivah

A gathering featuring **Dr. Guila Benchimol** to honor our collective grief and find healing.

In Good Company: What Does it Mean for Jewish Men Committed to Allyship and Equity

November • FJMC

A panel with **Rachel Gildiner** at FJMC's Int'l Men's Day Gathering.

Speaking About Dinah and Sexual Assault in Our Communities

December • Gluya

A rabbinic conversation featuring **Dr. Guila Benchimol** about sexual abuse and assault.

Still Seeking Justice for the Victims of Sexual Violence on October 7

December • Holy Blossom Temple

A program featuring **Dr. Guila Benchimol** about justice for victims of sexual violence.

Trauma Informed Kallah Teacher Training Course

December • Eden Center

A program featuring **Dr. Guila Benchimol** about justice for victims of sexual violence.

Keeping the Shalom Bayit at the Dinner Table

December • Jofa

Rachel Gildiner moderated a panel on navigating different perspectives with loved ones at Jofa's 2025 Conference.



Grantmaking

This year, we paused our open grantmaking process in order to assess its impact and understand how it can evolve to meet the emerging needs of our field. We continued to provide support to four renewal grantees and disbursed the second round of funds to our sixteen 2024 grantees.

We partnered with a third-party consultant to conduct a **comprehensive, independent evaluation** to help us understand what has worked and how our next phase of grantmaking can most effectively strengthen safety, respect, and equity across the Jewish communal landscape. The evaluation drew on in-depth, qualitative interviews conducted between May and July 2025 with 22 current and former SRE grantees.

Key Findings: Grantmaking Impact Evaluation Report

Since 2018, SRE has invested **\$7M+ in 124 projects** across **61 organizations**, building leadership capacity, strengthening organizational systems, and advancing sector-wide infrastructure for safety, respect, and equity.

- **SRE funding catalyzes culture change:** policies improved, reporting clarified, and new accountability structures created.
- **Leaders gained shared language** and skills around power, trauma-informed practice, and psychological safety.
- **SRE-supported the development of vital resources** including curricula, frameworks, tools, and reports.
- **Models funded by SRE are being replicated** across organizations.

“This funding allowed us to move forward from what has been a long and difficult process. We cannot underestimate how powerful it is for individual leaders and organizations to feel a movement at our backs.” - SRE Network grantee

\$7M+ invested since 2018

124 projects funded

61 organizations supported

~50% for general operating



Grantmaking Spotlight

JCC ASSOCIATION & WRN

JCC Association of North America



Mayerson JCC of Cincinnati team building.

JCC Association of North America (JCC Association), is a spring 2024 grantee that received its second grant disbursement in 2025. **With SRE's support, JCC Association launched the JCulture Intensive**, helping JCCs strengthen organizational culture across the JCC Movement through tools, training, and expert guidance.

Eight JCCs were selected for the inaugural cohort, each committing senior leaders to deep learning around psychological safety, power dynamics, and harassment prevention. The JCulture Intensive reflects how a growing culture of authentic listening and responsive leadership can foster trust and belonging. SRE is grateful to have also supported JCC Association's culture work in 2019 and 2020, which laid the groundwork for this program.



Kaplan JCC on the Palisades
"Bring Your Children to Work Day"

Women's Rabbinic Network (WRN)

WRN, a SRE renewal grantee, continued to lead with courage and clarity across the Reform Movement to advance pay equity, survivor-centered accountability, and workplace cultures grounded in Jewish values. SRE's support strengthened WRN's capacity to advocate for systemic change, expand paid leave resources, and provide guidance to rabbis navigating challenges post-October 7. Key areas of impact from this grant:

- **Advancing Pay Equity**
- **Championing Survivor-Centered Accountability and Repair**
- **Supporting Rabbis and Strengthening Leadership**
- **Growing Organizational Capacity**

“**SRE has provided critical financial support for [WRN's] work, played an indispensable role in convening Jewish organizations working on safety and equity issues, and created a meaningful, supportive, and strong community of those working to improve Jewish communal workplaces. SRE's role in the Jewish community is foundational to sustained change.**”



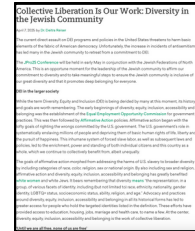
Resource Sharing

In 2025, we deepened our role as a trusted resource for the field, helping leaders, practitioners, and organizations access the tools, wisdom, and Jewish grounding they need to advance gender equity in their workplaces. From launching The Torah of SRE to publishing thought leadership on critical issues facing our sector, we worked to ensure that our community has impactful and relevant tools to support this work year-round.

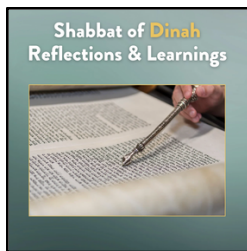
THE TORAH OF SRE



THOUGHT LEADERSHIP



CURATED COLLECTIONS



REFRESHED RESOURCE LIBRARY



“This work can feel so isolating and difficult, especially given everything happening in the world and how easy it is to fall into despair. [SRE] gave us some joy and energy to continue the work which is essential to our mission and the change we want to make in the wider world.”

- SRE grantee and member



Watch the learning session

“As we do the important work of creating and maintaining spaces that are safe, respectful and equitable, it is critically important to return to ancient and modern Jewish wisdom to ground ourselves in our common language and heritage, so that our work becomes even more rooted and meaningful.”



Resource Sharing Spotlight

THOUGHT PIECES AND OP-EDS

We published a number of articles on key topics related to safety, respect, equity, and women's leadership to spark conversations across the field.

The Gender Pay Gap is Not Inevitable

By Rachel Gildiner,
eJewishPhilanthropy

The Torah of SRE: Modeling Our Values Through Jewish wisdom

By Dr. Guila Benchimol and Rabba Yaffa Epstein, *eJewishPhilanthropy*

Just For This: The Power of Relationships

By Rabbi Liz Hirsch,
Just For This Podcast

Belonging Cannot Wait

By Rachel Gildiner and Rabbi Isaiah Rothstein,
eJewishPhilanthropy

Collective Liberation Is Our Work: Diversity in the Jewish Community

By Dr. Deitra Reiser,
Evolve

Increasing the Light of Gender Equity in Adar

By Rachel Gildiner,
eJewishPhilanthropy

The Power of Hope in the Fight for Gender Equity

By Rachel Gildiner,
eJewishPhilanthropy

Hearing Survivors' Voices when Reading About Dinah

By Dr. Guila Benchimol
Times of Israel

Rachel's Reflections: January, February, April, June, July, August, October, November

By Rachel Gildiner,
SRE Network

WHAT'S AHEAD?



OUR VISION FOR THE FUTURE

When we imagine a Jewish communal landscape grounded in safety, respect, and equity, we see a future where...

- ▶ Leaders reflect the diversity of our people
- ▶ Women are in at least 50% of leadership roles
- ▶ There is accountability when harm occurs
- ▶ Pay equity is the norm
- ▶ Meaningful male allyship is a given
- ▶ “Man-els” are a thing of the past
- ▶ There is a sense of abundance when it comes to funding these practices
- ▶ Organizational policies reflect our shared values

OUR VISION FOR THE YEAR TO COME

In the year ahead, SRE will continue to show up as a trusted partner for leaders across the Jewish communal sector. Our role is not to prescribe solutions, but to listen closely, respond thoughtfully, and help organizations translate values into practice. Our work will be guided by these priorities:



Listening, evaluating, reflecting

We will engage deeply with our network to understand emerging needs and continuously refine our approach based on real-time learning.



Conducting holistic research

We will gather and share meaningful data to highlight trends and inform decision makers.



Relationship-building

We will strengthen relationships and foster collaboration, accountability, and shared progress across the field.



Mobilizing the field

We will catalyze collective action across the sector to strengthen safety, respect, and equity for all.

SRE NETWORK STAFF AND LEADERSHIP

OUR TEAM

Rachel Gildiner
Executive Director

Jackie Zais
Senior Director,
Engagement and Programming

Allison Friedman
Senior Manager,
Marketing and Communications

Julian Felvinci
Operations Manager

Dr. Guila Benchimol
Senior Advisor,
Research and Learning

Dr. Deitra Reiser
Senior Advisor,
Culture and Belonging

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safety respect equity

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