

The Jewish  
Federation **MAKE**  
**IT YOURS**

# **Creating & Sustaining a Jewish Communal Response to #MeToo**

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# **The work of JWI and today's conversation:**



# How Do We Define Sexual Harassment?

## Brief Legal Definitions:

Hostile work  
environment

Quid pro quo

# **The larger issues of Power and Control**

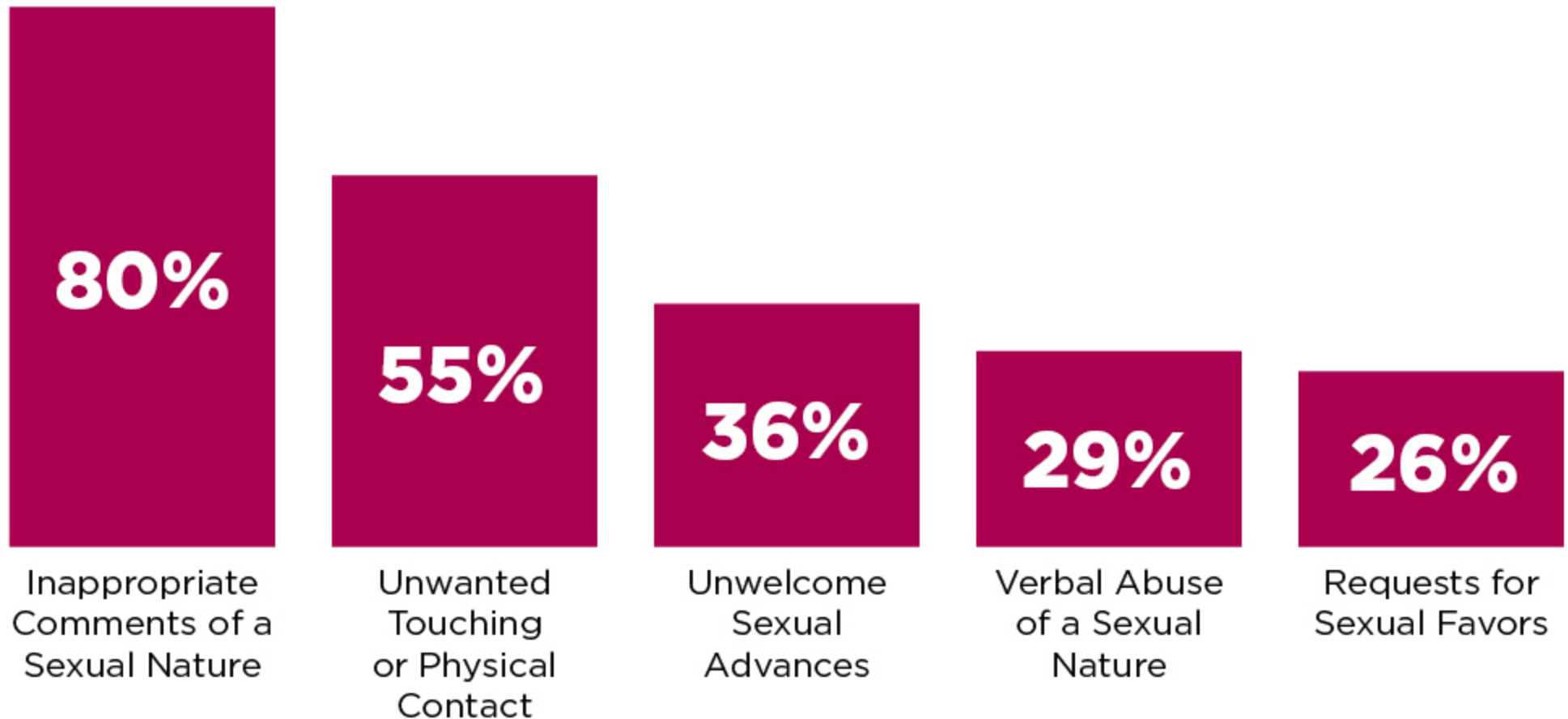
**Patriarchal  
Relationships**

**Sexism**

**Male Dominated  
Work Environments**

**Money**

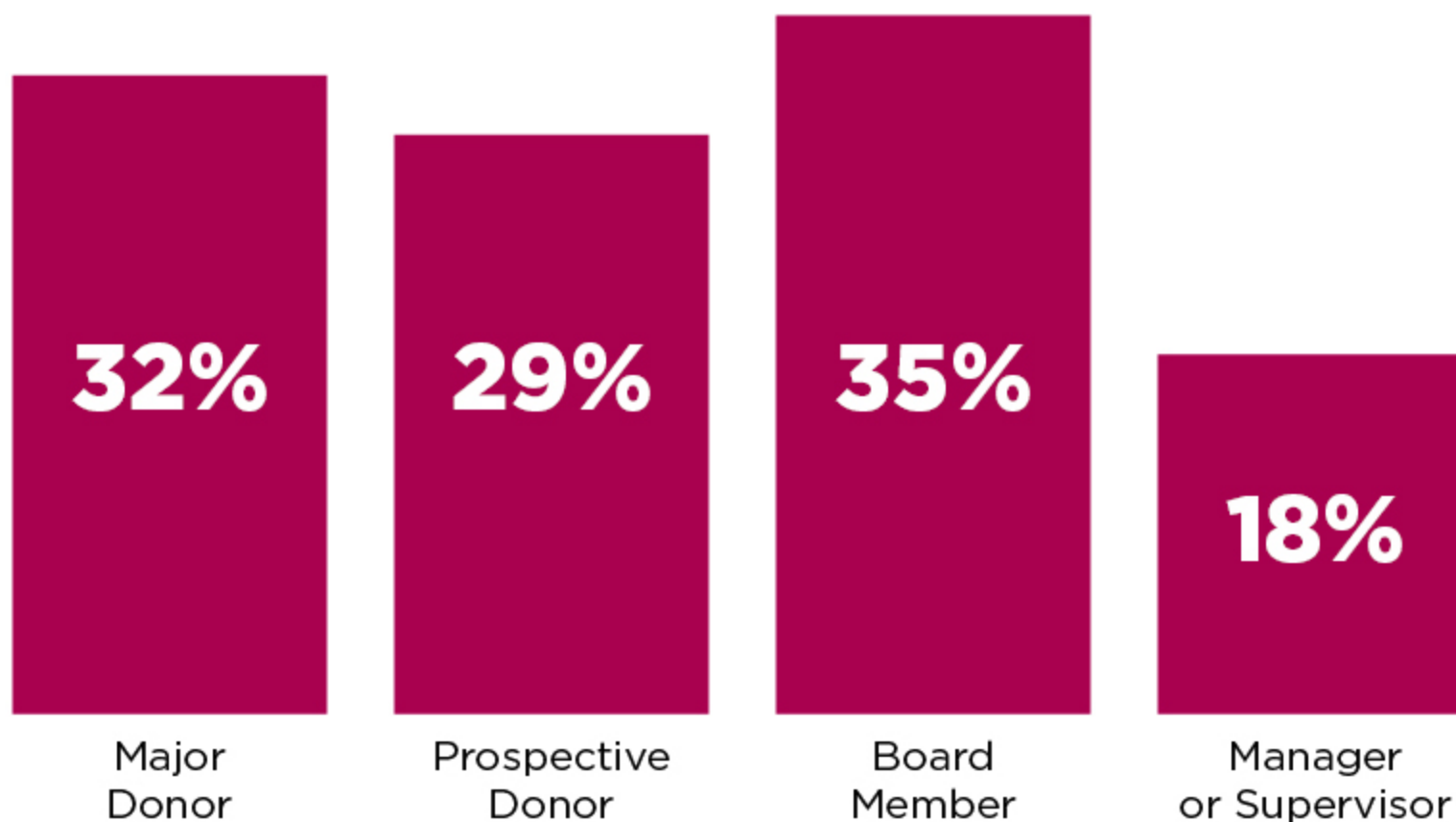
# Most Common Forms of Sexual Harassment<sup>1</sup>



<sup>1</sup>*Chronicle of Philanthropy*, April 5, 2018

# Who are the Offenders?<sup>1</sup>

Fundraisers who have been harassed said at least one offender was a...



<sup>1</sup>*Chronicle of Philanthropy*, April 5, 2018

# #MeToo in the Jewish community





# Challenges Within the Jewish Communal World

- Two-thirds of all Jewish communal staffers are women<sup>1</sup>
- Less than 17% of Jewish communal organizations are led by women<sup>2</sup> (and those are more likely to be smaller, social justice organizations).
- Women CEOs of Jewish orgs earn 60% of their male counterparts
- Organizational culture is often inhospitable to women and families
- Formal vs. informal relationships

<sup>1</sup>"Jewish Communal Professionals," Prof. Steven M. Cohen, Fall 2010

<sup>2</sup> The Gender Gap at Jewish Non-Profits is Bad and Getting Worse, The Forward, 12/11/2017

# A large and diverse pool of synagogue stakeholders:

- Clergy
- Senior staff
- Staff (full and part-time)
- Board of Directors
- Committees
- Congregants (and their families)
- Volunteers

**It's not about the law —  
it's about your brand,  
culture, and mission.**



# How Do We Take the Next Steps?

**Recognize the unique brand  
of your congregation**

**Your People**

**Your Culture**

**Your Mission**



# 5 Key Areas Essential to Change

**1**

Ensuring  
accountability

**2**

Exhibiting  
leadership

**3**

Refreshing  
policies and  
procedures

**4**

Training staff  
and boards

**5**

Facilitating  
and reporting

# Ensuring Accountability

## A collective pledge that ensures organizations walk their talk

- Backed by resources and action
- Commit to best practices for preventing and responding to sexual harassment

## Policies (signed by all employees) that speak specifically to:

- What is and is not acceptable
- Procedure for registering complaint (how and to whom?)
- Clearly states the investigation process
- Ensures no consequences or retaliatory actions against complainant

# Exhibiting Leadership

**The cornerstone of sexual harassment prevention strategies depends on the consistent and demonstrated leadership of clergy and senior staff to create and maintain a culture in which harassment is not tolerated.**

## What can you do to:

- Set the tone that harassment is not tolerated
- Create an inclusive culture where everyone feels valued and their opinion respected
- Make regular training part of your organizational culture
- Demonstrate that a safe work environment is a priority and a core value
- Create parity and equity at your workplace
- Mentor and promote women to lead

# Refreshing Policies And Procedures

- Ensuring healthy work environments have strong, comprehensive harassment policies
- Accessible complaint procedures
- Regular, interactive training tailored to the organization and its constituents
- Requiring partner organizations or grant-receiving organizations submit their policies around sexual harassment
- Create and share written policies for donors
- Reviewed annually by board, senior staff, and legal counsel



# Training Staff And Boards

## Robust training should:

- Include a commitment to multiple interactive, in-person trainings
- Be customized to the unique field and organization
- Have the buy-in of the senior staff and board
- Be facilitated by an outside trainer
- Begin with a statement of commitment from the CEO/Exec. Dir
- Include a by-stander education component
- Include separate trainings for:
  - » Board
  - » Senior staff
  - » Staff

# Facilitating Reporting

- Offers clarity in the reporting structure
- Clearly states the investigation process and timeframe
- Is transparent about consequences for perpetrators
- May include an external reporting structure (i.e., AllVoices)
- Ensures no consequences or retaliatory actions against complainant

**What would you do?**



# Scenario #1

You are the rabbi of a large congregation with a growing religious school. One day the director of education comes to your office, having just met with one of her teachers. The staffer reports that a student's father has been acting "weirdly" – actually inappropriately – with her. She had waited a couple of months to bring it to the director's attention because she was concerned she might be misinterpreting or overreacting: The man made odd complimentary remarks about her appearance and a joke about "if only he wasn't married." But finally, this past Sunday, he stroked her back while discussing his son's behavior in class. The teacher is very conflicted about raising the issue, but she is increasingly uncomfortable about these encounters.

## What do you do?



## Scenario #2

You are the newly hired (woman) assistant rabbi of a congregation. You are thrilled to be in your new job, love the senior rabbi (a man), and feel lucky that this is going to be your congregational home for, you hope, many years to come. But right from the beginning, you experience strange comments from the chair of the board of the synagogue. He comments often on your appearance, holds your hand for too long when shaking it, and makes a comment about how “it’s too bad you’re a rabbi.” He is divorced with grown children, and is highly respected by the congregation, in addition to being one of the senior rabbi’s best friends. What do you do?

**What do you do?**



## Scenario #3

You are the senior woman on the board of a respected progressive congregation in your community. Over the past few years there has been a lot of turnover on the board: More women, younger members in their forties, and even a few people in their thirties. But there are still a number of older men who hold a lot of power – as founders of the synagogue, as successful businessmen, and as respected leaders of the community. Sometimes the meetings seem to have an imbalance of leadership – the older men interrupt frequently when the younger women are speaking, are subtly dismissive of the issues they raise, and make inappropriate jokes about some of the teachers and congregants. It's creating an uncomfortable culture for the board, and four of the members have come to you, as the senior woman on the board, to discuss what to do.

### What do you do?



## Scenario #4

You are the chair of the board of a large synagogue. While reading the paper, you learn that a respected member of your congregation has been accused of sexual harassment by a number of young associates at his law firm. The allegations are serious, and he soon loses his job. This congregant attends services regularly and is often given an Aliyah. In fact, his niece is becoming a bat mitzvah in a week and he is scheduled to receive an Aliyah. A number of congregants have raised an issue about this, so you have called an emergency meeting with the rabbi.

**What do you do?**

# Next Steps

- Facilitate conversation with board and senior leadership to garner commitment, write aspirational statement, determine next steps, and create timeline
- Update current policies, get legal advice as needed
- Enlist experts and consultants to implement new training for board, senior leadership, and staff
- Review leadership development/hiring practices
- Create a standard for what it means to be a safe, respectful, and equitable Jewish workplace





# Sign the Safety Respect Equity Commitment

 Safety  
Respect  
Equity

Commitment

Commitment to safe, respectful and equitable Jewish workplaces and communal spaces.

As adopters of this Commitment, we promise to implement comprehensive standards in our organizations and communal spaces to achieve the goals of safety, respect and equity.

**RECOGNIZING** that no community, including our own, is immune from sex- and gender-based bias and misconduct;

**EMBRACING** our ethical responsibility to honor the dignity of every individual who enters a Jewish communal space or workplace;

**DESIRING** to elevate these issues to a primary concern of the broader community and address them through urgent and immediate action;

**ASSERTING** the need for individuals of all backgrounds in Jewish organizations, whether professional, volunteer or participant, to help prevent and respond to discrimination and harassment;

**ELEVATING** the necessity for all targets of discrimination and abuse to have a safe, confidential and accessible method to lodge their claims;

**ASSERTING** the need to respond swiftly and responsibly to reported incidents of discrimination or harassment;

**ENSURING** that all claims are properly investigated and handled in an impartial and non-retaliatory manner;

**EMPHASIZING** that witnesses to abuse and discrimination are encouraged to speak up rather than stand by idly;

**PRIORITIZING** the well-being of targets of abuse, including creating environments where they can safely and comfortably speak out and take steps to have their needs met;

**STRIVING** to foster organizational and communal cultures where all individuals have equal opportunities for hiring and advancement as professionals and volunteers;

**BELIEVING** that transparency and accountability are essential elements of healthy organizations and communities;

**SEEKING** to effect change at the leadership, organizational and community-wide levels to do everything possible to guarantee that all Jewish workplaces and communal spaces are safe, respectful and equitable for all; and

**ENCOURAGING** the adoption of comprehensive discrimination and harassment prevention and response frameworks by each Jewish organization that provides sufficient education, oversight and ongoing review to assure strong protections.

We commit to

Adhere to high ethical and legal standards for prevention and response to sexual harassment and gender discrimination and to adopt institution-wide policies and procedures; reporting and response; and education and training, as well as to provide the necessary leadership, resources and knowledge to assure these measures are implemented and effective.

The Safety, Respect, Equity Commitment is part of the coalition's mission to make all Jewish workplaces and communal spaces safe, respectful and equitable.

# Post Commitment Statement On Website And Relevant Print Materials

## **We commit to:**

Adhere to high ethical and legal standards for prevention and response to sexual harassment and gender discrimination and to adopt institution-wide policies and procedures; reporting and response; and education and training, as well as to provide the necessary leadership, resources and knowledge to assure these measures are implemented and effective.



# Holistic Commitment is the Game-Changing Strategy!

- Addressing sexual harassment both “aspirationally” and tactically
- Creating truly inclusive workplaces
- Commit to meaningful interactive training for all staff, board, and senior leadership.
- Ensure more women are in top leadership roles
  - » CEOs and senior leaders, Boards, hiring committees
  - » Changing the culture of our Jewish workplaces - valuing home and family life, flexible work, a welcoming culture.



# What Does It Really Mean to be an Equitable Workplace?

- Insist on pay equity
- Ensure ample representation of women on hiring committees, boards of directors, and senior management
- Create family-friendly work cultures
- Make mentoring a priority
- Make sure all voices are heard
- Stand by core values of diversity and inclusivity

# JCADA

**overview of services**

# Questions and Conversation