

Purpose

The purpose of the coalition is to ensure that safe, respectful and equitable workplaces and communal spaces become universal in Jewish life and that sexual harassment and misconduct, as well as gender and sexual orientation discrimination are no longer tolerated in the Jewish community.

Context

Creating a system-wide response requires a collaborative approach. The coalition contributes to this effort by leading a campaign for change that brings together concerned parties to facilitate exchanges of information, expertise and financial and other resources to drive action and impact.

The coalition assembles a diverse group of stakeholders to collaborate on a common agenda towards a shared vision for the future. These organizations and individuals include leading Jewish non-profit and philanthropic organizations, as well as experts, resource providers and program operators.

Each coalition member agrees to contribute to the larger effort by giving time, expertise and resources to accomplish the goals of the coalition – through both collective and independent action. Coalition members must also agree to thoroughly assess their own organization's policies and procedures and commit to improving them to align with the vision and goals of the coalition in order to participate.

Outcomes

Organizational Change

Jewish organizations must implement comprehensive policies, procedures and training for all levels of staff and volunteers; demonstrate a recognition of and intolerance for boundary violations and situations that make people feel uncomfortable due to sexual innuendo and behaviors, including but not limited to unwanted advances, harassment or aggression; and provide a system that will enable both victims and bystanders to report incidents and have them swiftly and fairly addressed.

Culture Shift

For these changes to be deep and permanent, these changes must be adopted by centers of influence throughout the Jewish community. As a community we must address the underlying systemic issues of sexism and prejudice that give rise to environments where bias and abuse persist. Professionals and lay leaders must embrace their role as change agents, and eliminating victimization and discrimination must become a top of agenda issue for the communal workforce and the community at large.

Leadership Commitment

These two complementary and mutually reinforcing outcomes apply to both Jewish professional workplaces and to Jewish communal spaces. Any successful effort must be widely embraced and prioritized by a broad cross-section of organizational and communal influencers who not only draw upon shared knowledge, but also have the power to change individual and organizational norms and behaviors. The organizational change and culture shift that the coalition seeks to create can only become a reality through the personal commitments of these leaders who commit to enact and embody such change.

Process

Campaign

The coalition will present a coordinated campaign that is easily understood, simply communicated and has the promise of bringing about real change. The campaign will address Jewish workplace and communal space issues by engaging funders, professionals, lay leaders, institutions and other stakeholders across the Jewish community under a shared banner and common purpose.

Knowledge

The coalition team will assemble the data and expertise to support the campaign, which may include original research, statistics on prevalence and incidence, organizational assessments, topic experts, best practices and input from individuals and groups that have been affected by the problems. There is a particular need for community-wide clarity on, and understanding of, standards and practices and how to implement them.

Capacity

The coalition supports the provision of resources that are needed for organizations and networks to take on the change effort and all that it entails. This includes a combination of funding, training and coaching programs, educational, technical and legal resources.

Activities

The coalition will coordinate or catalyze the specific interventions, including policy-crafting, training, leadership cultivation and organizational development that address gaps in protection, unsafe work cultures and exclusionary and coercive behavior based on gender and sexuality

Focus Areas

1) Commitment and Standards

- » Create a pledge or shared covenant among communal stakeholders that includes funders, organizations and individuals all of whom are committed to the vision and goals of the coalition.
- » Devise methods within the coalition for members to hold both themselves and one another accountable to agreed standards of ethical conduct.

2) Awareness and Education

- » Lead efforts towards generating resources for awareness, education and change throughout the community.
- » Coordinate public communication efforts to prioritize the elimination of sexual harassment and misconduct, as well as gender and sexual orientation discrimination, and call for leaders to openly address the issue while pursuing the needed changes in organizations to achieve coalition goals.
- » Create a clearinghouse of resources, templates, experts, data and materials to support organizational and cultural change.

3) Policies and Procedures

- » Call on all Jewish organizations to adopt appropriate policies and procedures through increased communal oversight and scrutiny.
- » Provide best practice resources and financial and technical support to effect change efforts that raise compliance.

4) Training and Support

- » Support training and coaching for professionals and lay leaders of Jewish organizations.
- » Use heightened communal expectations and funder requirements to ensure that organizations provide regular in-person training.