



WOMEN OF REFORM JUDAISM

WRJ says STOP Education, Action, and Advocacy Ideas

Personal Education

- Review the [WRJ says STOP webpage](#) for materials and webinars. Check out the linked resources for personal education about power dynamics, harassment, and assault.
- [Register for our WRJ says STOP webinars](#). There are four webinars in total. Links to the recordings will be made available on the website.
- Consider where you might add micro affirmations to your interactions and reduce potential micro aggressions and microinsults.
- Attend other programs on Sexual Assault and Sexual Harassment.
- Learn more about appropriate consent in different contexts.
- Visit WRJ's webpage about [Gender-based Violence](#) and the RAC site about [Gender-based Violence](#) to learn more, read stories from others, and get ideas on actions you can take.

Personal Actions and Advocacy

- Model allyship and upstanding in your interactions with others.
- Amplify and lift the voices of others when you are in meetings, educational settings, or at the oneg. In particular, help raise the voices of those who are not well heard.
- Join appropriate groups in The Tent, such as "[Congregational Ethics Codes](#)."
- Share all or parts of the WRJ says STOP materials and the referenced materials with others.
- Consider sharing your story at JWA's [Archiving #MeToo](#).
- Start or join the conversation by using the [Starting the Conversation](#) resource to let your voice be heard as an advocate for a community of caring, safety, respect, and equity in your community and congregation.
- Provide educational opportunities for others on harassment and gender-based violence.

Communal Education

“Communal” refers to any part of your community. Education can be undertaken by a local or district WRJ board or membership, in partnership across multiple congregational committees, by the board, in a leadership development program, or by programming for the entire membership.

- Be creative in the kinds of educational programs that help address and think about communal culture with a deeper understanding:
 - Self-defense programs
 - Upstanding training
 - Allyship training
 - Microaggression/Microaffirmation training
 - DEI/Audacious Hospitalities training and programming
 - Presentations from local experts on domestic violence, harassment, bullying, assault, etc., can create valuable partnerships and opportunities for action and advocacy in addition to the direct work on congregational culture.
- Share the [WRJ says STOP materials and webinars](#) with your leadership and encourage them to participate in the webinars. These programmatic and educational webinars provide different but complementary material to compliance training classes.
- Encourage your leaders and members to participate in the [compliance training classes](#) offered through Traliant that the URJ is making available at a discount to affiliated congregations. You can find information about this in the URJ section of the [WRJ says STOP Materials and Resources Guide](#).
- Encourage lay leadership to participate in Diversity, Equity, and Inclusion (DEI) training about microaggressions and microaffirmations.
- Use the [WRJ says STOP Materials and Resources Guide](#) as a source for educational material, articles, and ideas.
- In Torah Study or from the Bimah, intentionally bring out themes of communal culture and mutual support, awareness of power dynamics, and against bullying, harassment, and assault.
- Extend any of the Personal Education ideas to communal programming and education.
- Organize a book club or film night program connected to any subject matter and underlying themes outlined in these materials.
- Use NFTY’s [sexual assault materials](#) with the adults and teens to be educated together.
- In Mussar study groups, contemplate teachings and practices through the lens of personal responsibility for communal culture. Some suggested Middot or traits to consider are: *Kavod* - Dignity/Respect/Honor, *Achrayut* - Responsibility, *Gevurah* - Strength, *Sh’mirat ha Dibbur* - Mindful Speech, *Emet* - Truth, *Ometz Lev* - Courage/Fortitude, *Netzach* - Resilience/Perseverance, *Nose-a B’ol Chaveyro* - Helping the Other Bear Their Burden, and *Selichah* - Forgiveness.

Communal Action and Advocacy

- Use the [‘I Wear Teal Because...’ campaign](#) to help engage people in this work
 - Use it as a stand-alone activity or during other education, action, or advocacy programs.
 - Make or provide teal ribbons.
 - Hold a “Teal Shabbat” (for example, in April for Sexual Assault Awareness Month, around October 15th, for the anniversary of #MeToo going viral or in connection with a meaningful parashah or congregational action.
 - Hold an I Wear Teal Day to signal your congregation’s involvement in these matters and to emphasize awareness:
 - Display Teal photos in the synagogue
 - Display Teal photos at District events/media
 - Display Teal photos on social media
- Action Alerts for WRJ says STOP
 - **Urge Congress to support the Protecting Domestic Violence and Stalking Victims Act** (H.R. 1906/S. 527) to fully close the deadly “boyfriend loophole” and help keep guns out of the hands of convicted domestic abusers and stalkers. [Send a message here.](#)
 - **Urge your Senators to support Mental Health Services for Students Act (H.R.721/S.1841) to improve mental health services in public schools.** [Send a message here.](#)
 - 2022 has been a record-breaking year for anti-LGBTQ+ attacks at the state level. Your state government has the power to protect the LGBTQ+ community through legislation, ballot initiatives, and more. **Tell your Governor and State legislators to protect and expand LGBTQ+ rights in your state.** [Send a message here.](#)
 - In *Dobbs v. Jackson Women’s Health Organization*, the Supreme Court overturned *Roe v. Wade* and *Planned Parenthood v. Casey*—the decisions that affirmed that everyone has autonomy over their bodies and has the right to decide whether they want to continue a pregnancy—and the fundamental right to live with autonomy, dignity, and equality. **Tell Congress to pass legislation that protects fundamental reproductive rights and freedom.** [Send a message here.](#)
- Create or revise a [congregational ethics code](#), share it with the congregation, and follow through on reporting and response structures.
- Create a brit (covenant) between lay leaders and staff, and among lay leaders, as part of the implementation of your ethics code or as part of the process of developing that code. See the WRJ [Brit Avodah](#) and [Brit Kehilah](#) as an example.
- Create a Culture Committee or a similar team that oversees long-term oversight, review, education, and action regarding the culture and environment.
- Consider where posting signage might be helpful in your facilities to:
 - Share your congregation’s communal values
 - Share basic sexual assault and harassment information, support phone numbers, and your internal reporting and support structure. Examples can be signs to help

people find resources and support, signs showing how to recognize harassing behavior and harassers, and your congregational reporting structures.

- Consider how these matters connect with human resource and staff considerations and take appropriate action. For example:
 - Update your employee manual. [Samples are available in The Tent.](#)
 - Connect to resources from the CCAR's Task Force on the [Experience of Women in the Rabbinate.](#)
 - Work on achieving [pay equity.](#)
- Use NFTY [sexual assault materials](#) with your teens.
- Encourage all congregational professionals to connect with their professional organization with the Reform Movement and take advantage of the resources they provide.
- Collaborate with your congregation's Social Justice Team regarding the actions suggested in the Religious Action Center's [Sexual Assault Awareness Month toolkit.](#)
- Develop a *brit* (pledge) for our sisterhoods and members to sign. (Note: we are aware that this has happened in the past at a smaller scale at WRJ local or District programs)
- Develop and share protocols for defining, reporting, and responding to harassment and assault in your congregation, focused on the actions of all community members.
- Make your congregation a safe space for children. Have your educator contact the [Association for Reform Jewish Educators \(ARJE\)](#) for more information.