



WELCOME!

WRJ SAYS STOP:

HOW TO BUILD A SAFE AND TRANSPARENT SYNAGOGUE COMMUNITY

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Rabbi Iah Pillsbury- Temple Beit Torah, Colorado Springs
Shelley Niceley Groff- URJ
SEPTEMBER 20, 2022

YOUR EMOTIONAL WELL-BEING

The topics discussed in WRJ says STOP and this webinar are of a sensitive nature and may evoke strong emotional reactions.

PLEASE TAKE CARE OF YOURSELF BY:

- Take deep breaths
- Turn off the sound
- Leave the room
- Take your time and return when you feel able.



YOUR EMOTIONAL WELL-BEING CONT.

**IF YOU NEED ASSISTANCE AS WE MOVE THROUGH THE PROGRAM,
YOU CAN CALL THE NUMBERS BELOW OR CONSIDER REACHING
OUT TO A FRIEND**

- National Sexual Assault Hotline (United States)
800-656-HOPE
- Canadian Association of Sexual Assault Centres
(phone numbers by province)
<https://casac.ca/anti-violence-centres/>
- Ontario Assaulted Women's Helpline
866-863-0511



PRAYER/D'VAR

**RABBI IAH PILLSBURY
TEMPLE BEIT TORAH, COLORADO SPRINGS**



URJ ETHICS ACCOUNTABILITY UPDATE

**SHELLEY NICELEY GROFF
EXECUTIVE COMMITTEE MEMBER, WRJ**



WRJ SAYS STOP

SHOSHANA DWECK
VICE PRESIDENT OF ADVOCACY, WRJ



WRJ SAYS STOP: AN INITIATIVE AGAINST SEXUAL HARASSMENT AND ASSAULT

"I believe that we can change the culture of gender-based violence. If we begin with our communities, pushing those around us to have hard conversations about how implicit norms empower perpetrators and how we can challenge ourselves to better support survivors, we can start to create **an environment of courageous outspokenness** in our broader world."

- Sylvia Levy, RAC Communications Associate (2018)



WRJ RAISES ITS VOICE AND TAKES ACTION

2019: REFORM JEWISH WOMEN CALL FOR STRONGER POLICIES AND ENFORCEMENT TO PUT AN END TO SEXUAL HARASSMENT WITHIN THE JEWISH COMMUNITY

"In this #MeToo moment, we must redouble our efforts to address sexual harassment and gender bias in an assertive and forthright manner ... [and] **engage in difficult conversations**"

2022: WRJ CALLS FOR PROPER ETHICS POLICIES AND PROCEDURES IN RESPONSE TO REFORM MOVEMENT INVESTIGATIONS INTO SEXUAL HARASSMENT, ABUSE, AND MISCONDUCT IN REFORM INSTITUTIONS

"By educating ourselves to **be informed advocates and empowered changemakers**, we can help **shape and preserve safer environments in our synagogues**.

We must not abdicate our responsibility to provide a spiritual home where every person is **safe, valued, heard, and treated with integrity and respect.**"



WRJ RAISES ITS VOICE AND TAKES ACTION

WEBINARS, RESOURCE GUIDE, MATERIALS

COLLABORATION WITH MOVEMENT AND OTHER PARTNERS

PROCESS AND GOALS

- **How:** Lower barriers, Educate, Train, Empower, Advocate
- **Why:** Build an environment conducive to conversation and change
- **What:** Advocates, Allies, Upstanders, Changemakers, Environment
- **Where:** Synagogue and beyond (member, employment, volunteer spaces, community)



INITIATIVE WEBINARS

FOUR PRIMARY WRJ SAYS STOP WEBINARS

- Webinar 1 - Sept 20, 2022 – How to Build a Safe and Transparent Synagogue Community
- Webinar 2 – Feb 7, 2023 – Educating and Empowering People about Sexual Harassment
(Upstander Training)
- Webinar 3 – 3/4 Q 2023 – Educating and Empowering People about Sexual Assault
(Ally and Responding to Disclosures Training)
- Webinar 4 – How to Keep Talking about Sexual Assault and Harassment in Your Community



I WEAR TEAL BECAUSE...

- Personal and Collective Responsibility
- **Why** do you wear teal?
 - Prevention and Response is My Responsibility
 - Starting the conversation is the first step
 - Every. Single. Person. should feel safe in our sacred spaces
 - Because WRJ and YOU say STOP
- **For Whom** do we wear teal?
- **When** will you wear teal?
 - October 15, 2022 – 5th Anniversary of #MeToo going viral
 - April 2022, 2023 – Sexual Assault Awareness
 - Teal Shabbat
 - Meaningful date in your congregation or community
 - Every Day
- Together, we make change.



SAFE, EQUITABLE, ACCOUNTABLE JEWISH ORGANIZATIONS AND COMMUNAL SPACES:

**ANDREA JACOBS
CHIEF PROGRAM OFFICER, TA'AMOD**



**Safe, Equitable, Accountable
Jewish Organizations &
Communal Spaces:
*Living our Values***

- Invite you to try on new ideas
- Listen actively, try not to interrupt
(includes thoughtful use of chat)
- What's learned here leaves here,
what's said here stays here.
- Be present (phones, etc.)

During interactive sessions:

- Active participation
- Take Space, Make Space
 - *if you tend to be more quiet, raise your voice;*
if you tend to be more vocal, share space
- “Lean in” to skill practice
 - *push outside your comfort zone*

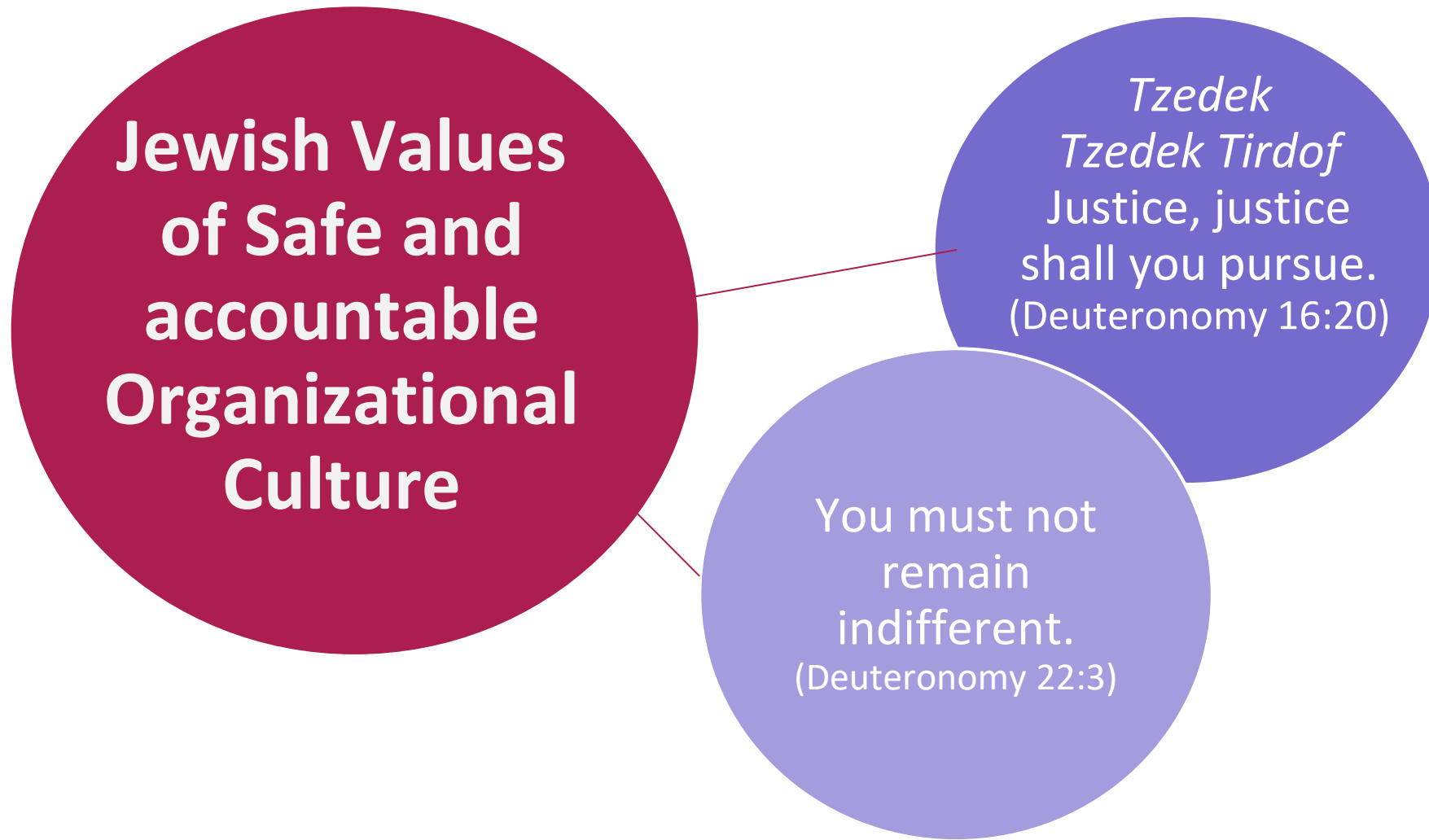


Culture = Mission

“Culture eats strategy for breakfast.”

-Peter Drucker

Culture must be a key component
of any organizational strategy
and the two must be compatible.



At the heart of Judaism there are three beliefs about leadership:
We are free. We are responsible. Together we can change the world.

Rabbi Lord Jonathan Sacks

KAVOD

Root: K-V-D

כבוד

- heavy
- important
- weighty

Kavod Habriyot

“dignity for all
human beings”

To respect others means to
realize that everyone
has value and should
be treated as such.



Use the chat:
One Word Whip
Where are you right
at this moment?

"HINEINI"

**I AM HERE
TO MAKE A
DIFFERENCE**

הֵנֵנִי



PSYCHOLOGICAL SAFETY

Psychological safety is a team climate characterized by interpersonal trust and mutual respect in which people are comfortable being themselves.

Psychological Safety is not about freedom from conflict.

It is about respectful curiosity and boosting a team's collective intelligence.

“

Psychological safety allows for moderate risk-taking, speaking your mind, creativity, and sticking your neck out without fear of having it cut off.

Laura Delizonna, PhD

Stanford University instructor
Internationally Renowned Speaker
Acclaimed Author
Executive Coach



POWER AND IDENTITY

Who has the most power here?



What is Power ?



- Power is the ability to control circumstances or put another way, power is the ability to do (or not do) something.
- Power doesn't belong to one person but exists in the relationships between people and groups of people.
- Societal structures such as race, gender and class create power dynamics that impact these relationships.
- Power can be context specific: some people may have a lot of power in one situation but only a little bit of power in another.



Unpacking power dynamics

- ? How do different sources of power show up in your organization?
- ? How do power dynamics impact organizational culture?

Power Dynamics & Organizational Culture

- Power dynamics and inequalities exist both among our teams and the people we are serving.
- We all have preferences, or biases, for certain groups or individuals as a result of our own experiences and what society has told us is accepted and preferable.
- Our biases can show up in the form of subtle discrimination, or micro-aggressions, such as tone of voice, our body language, or other behavior.
- Awareness of our biases is one way we can work against unequal power dynamics in the workplace.

Emotional Intelligence (EQ)

“...the ability to manage ourselves and our relationships effectively.”



–Daniel Goleman
“Leadership That Gets Results”
Harvard Business Review, March-April 2000

Emotional Intelligence (EQ)

Self- Awareness	Social Awareness
Self-Management	Relationship Management

Bystander Intervention

“Do not stand idly by the blood of your neighbor.”

-Leviticus 19:16

“We’re compelled to assume that any moment could be the moment. That the way we respond, or don’t respond, could come to define us.”

-Rabbi Sharon Brous, Ikar (Los Angeles)

It is not on you
לא עליך
to complete the work;
המלאכה לגמור
neither are you free
ולא אתה בן חורין
to desist from it.
להבטל ממנה:

[RABBI TARFON ✧ PIRKEI AVOT 2:21]

Ta'amod Stand Up
תעמוד

TRANSFORMING JEWISH WORKPLACES



Fiscally sponsored by Mission Edge San Diego

Ta'amod was initially founded as an initiative of the Jewish Women's Foundation of NY and The Good People Fund.

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Q&A

RESOURCES

WEBINARS, RESOURCE GUIDE, MATERIALS

WRJ RESOURCES

- WRJ says STOP online: <https://wrj.org/wrj-says-stop>
- I Wear Teal Because... Facebook Photo Album: <https://tinyurl.com/WRJIWearTeal>
- Register for WRJ says STOP Session 2: <https://tinyurl.com/WRJRegister>
- You can reach us at: advocacy@wrj.org

ADDITIONAL RESOURCES

- Ta'amod: <https://taamod.org/>
- URJ Ethical Accountability: <https://urj.org/what-we-believe/ethics-accountability>



CLOSING THOUGHTS

RABBI MARLA FELDMAN
EXECUTIVE DIRECTOR, WRJ



**THANK YOU AND
SHANA TOVA!**