

Safe, Equitable, Accountable Congregations!



Ta'amod Stand Up
תעמוד
TRANSFORMING JEWISH WORKPLACES

Living Our Values

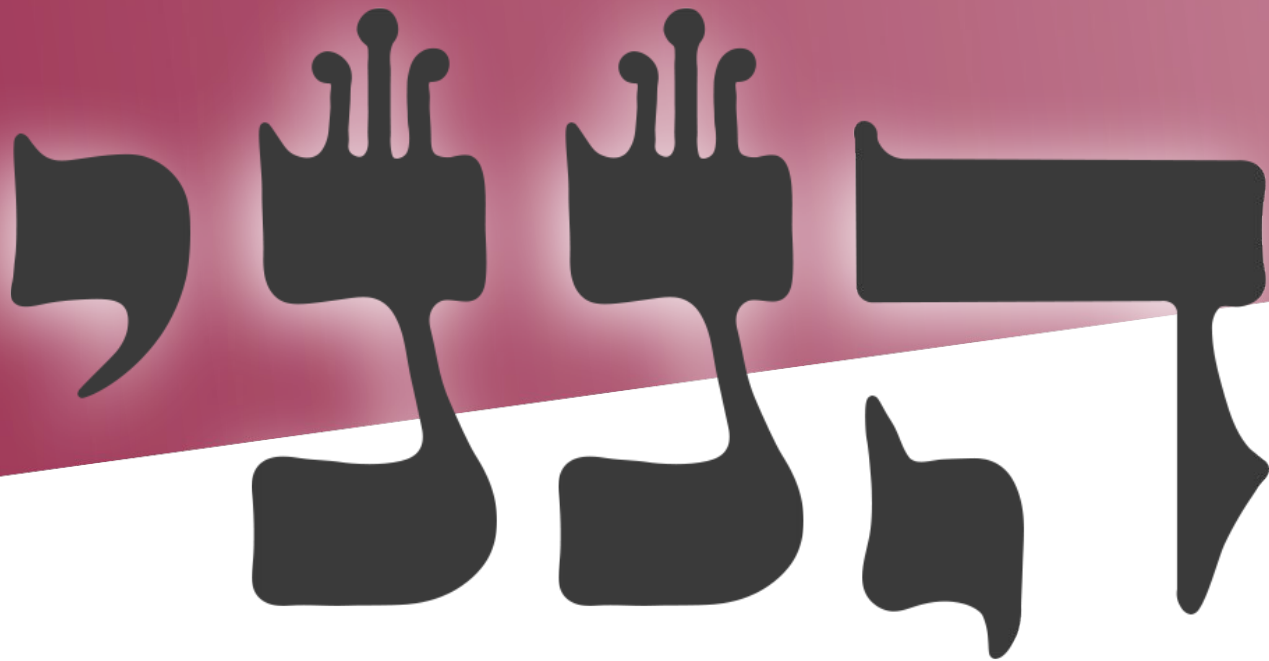
Culture = Mission

“Culture eats strategy for breakfast.” - Peter Drucker

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

HINEINI

I am here to make
a difference.



At a time when the community
is suffering, no one should say,
"I will go home, eat, drink,
and be at peace with myself.

BABYLONIAN TALMUD
TAANIT, 11A

We are as
great as the
challenges we
have the courage
to undertake.

RABBI DR. LORD
JONATHAN SACKS

**INCIVILITY &
RUDENESS**



**LOSS OF
AWARENESS**
of self & our impact

STRESS

KAVOD

כבוד

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

Kavod Habriyot

Dignity for all human beings

Psychological Safety

Living Our Values

Ta'amod

PSYCHOLOGICAL SAFETY

a climate characterized by **interpersonal trust** and **mutual respect** in which people are **comfortable being themselves**.

- Amy Edmondson

It is NOT freedom
from conflict

**When it's
NOT safe to...**

**People fear
they'll look...**

**And
therefore...**

Ask questions

Ignorant

**Don't learn; make
more mistakes**

Make Mistakes

Incompetent

**Cover up mistakes,
make excuses,
blame others.**

Contribute

Intrusive

**Don't offer ideas;
innovation is
stifled**

**Challenge ideas
or norms**

Negative

**Growth is stunted;
Problems go
unaddressed**

Power and Identity

Living Our Values

What is POWER?

- The ability to **impact circumstances**, your own and others'. Put another way, **power is the ability to do (or not do) something.**
- Power doesn't belong to **one person**. It exists in **relationships** between people and groups of people.
- Societal constructs 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.

Our **personal experience**,
as well as messaging we receive from **society**,
shape our preferences or **biases** for certain
groups or individuals **over others**.

**Cultivating awareness of our own biases
is an important part of the work against
unequal power dynamics that can exist
within organizational culture.**

Power dynamics and inequalities exist both among our teams AND the people we are serving.

Recognizing, naming, and speaking about the complexity of power dynamics transparently is critical to fostering psychological safety.

EMOTIONAL INTELLIGENCE

EQ

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

-Daniel Goleman
Leadership That Gets Results
HBR, Mar-Apr 2000



Ta'amod

EMOTIONAL INTELLIGENCE (EQ)

Self-Awareness

**Social
Awareness**

Self-Management

**Relationship
Management**

מִצְוָה גּוֹרֶרֶת מִצְוָה,

Mitzvah goreret mitzvah

עֲבֵירָה גּוֹרֶרֶת עֲבֵירָה

Aveira goreret aveira

- פרקי אבות, ד':ב'

One good act begets
another good act,
one wrongdoing begets
another wrongdoing.

- Ethics of our Ancestors, 4:2

“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 (LA)

לֹא תֵעָמֵד עַל-דַּם רֵעֶךָ

Lo ta'amod al dam re'echa

- ויקרא יט:טו

“Do not stand idly by the blood of your neighbor.” - Leviticus 19:16

Ta'amod

BYSTANDER INTERVENTION

The process of responding to a situation in which someone is subject to harassment or discrimination.

STAND UP!

Questions to ask:

- Do we understand what equitable culture really looks like? If not, how can we educate ourselves?
- Does our leadership reflect the actual diversity of the Jewish people? Can people see their identities reflected back at all levels?
- Are we considering safety, equity, and inclusion in everything we do? What voices are not represented in our decision-making process?
- Do we know what best practices look like in this process? If not, what learning and resources do we need to engage to ensure this?
- Are we taking proactive measures to solicit feedback and implementing assessments to ensure we understand how our people are feeling?
- Are we creating safe spaces for people to share their experiences and raise concerns while providing tools to respond when we identify issues?
- Do we have robust policies in place for how people can raise concerns? Are there multiple points of access? How do we communicate these processes and ensure that people know what to do?

לֹא עָלֶיךָ הַמְּלָאכָה לְגַמּוֹר

Lo aleicha hamelacha ligmor

וְלֹא אַתָּה בֶּן-חֹרִין

v'lo ata ben chorin

לְבַטֵּל מִמְנָה

lebatel mimenah

**It is not on you to
complete the work,
nor are you free to
neglect it.**

Rabbi Tarfon, Pirkei Avot 2:21

Ta'amod

Stand Up
תעמוד

TRANSFORMING JEWISH WORKPLACES

Sections of the Ta'amod curriculum are derived and adapted
from original copyrighted work and learning from Sepler & Associates

Resources

Training

Education

Consultation

Referrals

info@taamod.org