



# WOMEN OF REFORM JUDAISM

## WRJ says STOP Materials and Resources

Various resources are available to help us shape and preserve safer environments in our congregations and communities. Many of these resources are geared toward the employment environment, but they are readily adapted for all members of the congregational community - members, visitors, clergy, professionals, and staff. Together, we strive to build and maintain congregations and communities in which **every** person in our congregations is safe, valued, heard, and treated with integrity and respect. These resources will help.

### Women of Reform Judaism (WRJ)

WRJ is a network of Jewish women working together to empower women and communities through the bonds of sisterhood, spirituality, and social justice for people of all backgrounds and identities.

#### WRJ webpages:

- [WRJ says STOP: An Initiative Against Sexual Harassment and Assault](#)
- [Gender-based Violence](#)
- [Implicit Bias](#) - includes a link to the [Project Implicit](#) tests that help us identify our personal implicit biases.

#### WRJ blog posts and articles:

- [Is it Okay to Hug You](#) (Harassment)
- [Breaking Up with Rape Culture](#) (Assault)
- [Challenging my Jewish Community to Tackle Gender-Based Violence](#)
- [Women of Reform Judaism says “stop” to sexual harassment and assault](#) (eJewish Philanthropy)
- [WRJ’s Commitment to Ethical Accountability](#)

#### WRJ Resources:

- [I Wear Teal Because... campaign](#)

- [I Wear Teal Because... and WRJ says STOP social media graphics](#)
- [WRJ Brit Kehillah](#) - A covenant among board members to model “considerate, respectful, and courteous behavior while acknowledging differences of opinion.”
- [WRJ Brit Avodah](#) - A covenant between volunteers and staff, reflecting our belief that “good volunteer-professional relationships are characterized by mutual trust, mutual respect, and mutual recognition of each other’s role and competency.”
- [WRJ Statements and Resolutions](#) about bullying, harassment, and assault.
- [Microaggression One-Pager: How to Identify Microaggressions & The Importance of Disrupting Them](#)

## Reform Movement Resources

### Ethics Reports and Investigations

- [Union for Reform Judaism \(URJ\)](#)
- [Central Conference of American Rabbis \(CCAR\)](#)
- [Hebrew Union College - Jewish Institute of Religion \(HUC-JIR\)](#)

## Union for Reform Judaism (URJ)

[Join the Campaign to Adopt an Ethics Code for your Congregation](#), January 8, 2023 blog that includes links to URJ’s full range of Ethics Accountability materials.

URJ reporting channels and protocols include:

- **Ombuds** – An external, neutral, independent, and supportive guide to assist with the resolution of questions and concerns related to reporting misconduct and abuse and taking complaints and reports from those who seek confidentiality or are not comfortable reporting through traditional URJ reporting channels. If you have preliminary questions, such as if you are uncertain whether or how to report, please contact the ombuds at [ombudsurj@gmail.com](mailto:ombudsurj@gmail.com).
- Outside reporting channel, attorney Jill Cohen, at [jcohen@eckertseamans.com](mailto:jcohen@eckertseamans.com)
- Reports may be made directly to the URJ via URJ General Counsel and Vice President at [Report@URJ.org](mailto:Report@URJ.org).
- [URJ Ethics Accountability](#) - URJ resources, plans, updates, and reporting channels
- [Congregational Ethics Codes group](#) in The Tent, “A group for leaders creating ethics codes for their congregations to share challenges and strategies related to the process and access

resources.” If you are not a member of The Tent, you can [register today](#). In the [Files](#) section of that Tent group are links to the most current “[Guide to Creating a Congregational Ethics Code](#),” “[Pathways to Creating a Congregational Code of Ethics](#),” and [Ethics Code examples](#).

- Training: Traliant Compliance training course, with a discount through URJ Marketplace, your congregation can be sure your staff, clergy, and volunteers are trained on how to contribute to a safe, healthy, and equitable workplace and community. [Read about the course and how to access it.](#)

- **[Central Conference of American Rabbis \(CCAR\)](#)**

[CCAR Ethics resources](#)

Resources from the [Task Force on the Experience of Women in the Rabbinate](#)

[Implicit Bias resources](#)

[Major research papers on the topic of women in the workplace](#)

**[Hebrew Union College - Jewish Institute of Religion \(HUC-JIR\)](#)**

[Developing a Sacred, Respectful Community at HUC-JIR](#)

**[Religious Action Center of Reform Judaism \(RAC\)](#)**

[Gender-based Violence](#)

[Confronting Gender-Based Violence](#) blog post

[Sexual Assault Awareness Month Toolkit](#)

**[Women’s Rabbinic Network \(WRN\)](#)**

[WRN Resources](#)

[WRN Responds](#) - Statement and Reporting Resources

[Reporting Misconduct](#)

**[Reform Pay Equity Initiative](#)**

[Partnership with WRJ and WRN](#)

**[American Conference of Cantors \(ACC\)](#)**

[Code of Ethics and Reporting Process](#)

**[Association for Reform Jewish Educators \(ARJE\), and Additional Resources for Educators and Youth](#)**

Making your congregation a safe space for children: have your educator contact the [Association for Reform Jewish Educators \(ARJE\)](#)

[ARJE Ethics Statement and Resources](#)

[ARJE Career Services resources](#), institutional employment resources and guidelines for healthy workplaces will help communities be reflective about workplace culture

[Aleinu Campaign](#) - Sacred Spaces (see below) guide for communities looking for information, consultants, and resources to protect Jewish youth from child abuse

[Center for Hope](#) has worked with many URJ communities to help prevent and respond to child and sexual abuse.

## National Association for Temple Administration

[Code of Ethics](#)

## NFTY - The Reform Jewish Youth Movement

[Safe Space Materials](#)

[B'rit K'hilah – Code of Conduct](#)

## SRE Network



WRJ is a member of the SRE Network, “an initiative to ensure safe, respectful, and equitable Jewish workplaces and communal spaces .... [and] specifically committed to addressing sexual harassment, sexism, and gender discrimination.” As a member, WRJ has committed “to implementing comprehensive standards in our organizations and communal spaces to achieve the goals of safety, respect, and equity.” Many of the presenters at the WRJ says STOP Initiative webinars are fellow [SRE members](#), including [Ta’amod](#) (presenter: CEO Nicole Nevarez) and [Keshet](#).

A number of the SRE members offer training and resources. Searching the member list and the presenters from the SRE Convenings can help you think broadly about what kind of programs and training you could provide or support, whether HR-style, programmatic, educational, implementation-oriented, or otherwise.

- [Be a Good Listener](#) – by Jennifer J. Freyd, Ph.D. (responding to disclosures)
- [2022 SRE Network Convening](#) – videos, bookshop, general and session resources
- [2023 SRE Network Convening](#) – videos and resources
- [SRE Network Standards Implementation Toolkit](#) - Creating safe and respectful

workplaces and communal spaces takes commitment from organizational leadership [both lay and professional] and an investment of time and dedicated resources. The toolkit is meant to serve as a starting point.

**Recommended books from the 2022 SRE Convening include:**

- “Breaking the Silence Habit: A Practical Guide to Uncomfortable Conversations in the #MeToo Workplace” by Sarah Beaulieu
- “I’ve Got Your Back: The Indispensable Guide to STOPPING HARASSMENT When You See It” by Jorge Arteaga and Emily May of Right to Be
- “You are Your Best Thing: Vulnerability, Shame, Resilience, and the Black Experience Edited” by Tarana Burke and Brene Brown
- “On Repentance and Repair: Making Amends in an Unapologetic World” by Rabbi Danya Rutenberg

## Keshet

Keshet “works for the full equality of all LGBTQ Jews and our families in Jewish life.”

- [LGBTQ+ terminology and concepts](#)
- [Information on Pronouns](#)
- [Allyship](#)
- Human Rights Campaign statistics on [Sexual Assault and the LGBTQ Community](#)
- Additional [report links](#) about sexual violence and LGBTQ hate
- [“Small” Actions, Big Impacts: Microaggressions](#) includes a chart of examples of microaggressions and their impacts.

## Sacred Spaces

Sacred Spaces “provides Jewish institutions with the professional services necessary to develop robust policies and training to prevent opportunities for abuse and guide them responsibly should abuse occur.”

## Right To Be

Right To Be expresses its goal as “we want to build a world where everyone has the Right to Be who they are, wherever they are. A world that’s free of harassment and filled with humanity.” They have numerous resources, research summaries, and guides about identity, harassment, and upstanding.

- [SHOW UP: Your Guide to Bystander Intervention](#) is a downloadable pdf that covers harassment, how we each exist differently in public spaces, common barriers to action, and the 5Ds.
- [How to Talk to the Person Who Disrespected You at Work](#) - If you choose to have a discussion with someone who disrespected you in any environment, this guide can help.
- [Identity and Public Harassment](#) while specifically set in the context of “street harassment,” this guide presents a view of how we show up in public space and how we can think about our various identities and those of others in that space.

## Jewish Women International (JWI)

- Extensive materials on [Gender-based violence](#), and specifically [domestic and sexual violence](#)
- [Jewish Men as Allies](#)

## Jewish Women’s Archive (JWA)

- [Archiving #MeToo](#) documents stories of harassment and assault both within the Jewish community and outside of it. (*Funded in part by a grant from [SRE Network](#).*)

## WRJ says STOP Webinar Educators and Trainers

- [Keshet](#) (Webinar 2)
- [Ta’amod](#) (Webinar 1)
- [Tennessee Sexual Assault Center](#) (Webinar 2)
- [The Nancy and David Wolf Holocaust & Humanity Center](#) (Webinar 2)

## Other Organizations

- [RAINN \(Rape, Abuse & Incest National Network \(U.S.\)\)](#) - RAINN operates the National Sexual Assault Hotline in the United States in partnership with 1,000+ local sexual assault service providers and offers other resources, materials, and programs.
- National Sexual Assault Hotline - 800-656-HOPE, [www.online.rainn.org](http://www.online.rainn.org), [www.rainn.org/es](http://www.rainn.org/es) (in Spanish).
- [Canadian Association of Sexual Assault Centers](#)
- [Ending Violence Association of Canada](#)
- [Assaulted Women’s Helpline](#) provides a safe space, free of judgment anytime, day or night, to support, listen and guide women who have experienced any type of abuse anywhere in Ontario.
- For a list of more crisis helplines and support in Canada:

[https://endingviolencecanada.org/sexual-assault-centres-crisis-lines-and-support-services/.](https://endingviolencecanada.org/sexual-assault-centres-crisis-lines-and-support-services/)

## **Microaggression and Adult Bullying Resources**

- [Microaggression resources](#) from the Royal Pharmaceutical Society is an unexpected source with excellent, clear and concise definitions, infographics, and resource materials on this topic.
- [The 5 Major Ways Adults Bully Each Other](#) - by Preston Ni M.S.B.A in Psychology Today
- [Bully in the Boardroom](#) - by Shefaly Yogendra
- [URJ & Keshet Trans Inclusion Guide](#)
- [URJ Audacious Hospitality Colorblind Mentality/Microaggression Resource](#)
- [Microaggression One-Pager](#)

## **Books, Articles, and Videos**

- [Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation](#) - by Derald Wing Sue, Ph.D., 2010
- [Microaggression: More Than Just Race](#) - by Derald Wing Sue, Ph.D., 2-pager
- [I'm Never Coming Back](#) - by Cheryl Moore in eJewishPhilanthropy, a volunteer's Experience
- [Harassment-Free Jewish Spaces: Our Leaders Must Answer to a Higher Standard](#) - by Rabbi Mary L. Zamore
- [Continuing to Educate and Empower People Together: Watch Parties](#) – by Rena Crawford
- [Conversations Over Coffee with Dr. Guila Benchimol](#) (video) - by SRE Network, Leadership and Accountability, Policies and Procedures, and the Continuum of Sexual Violence, as well as the Canadian response to #MeToo.
- [Responding to Disclosures of Sexual Abuse and Harassment: Understanding Secondary Victimization](#) - by SRE Network, Senior Advisor, Research and Learning (webinar from SRE Network), Dr. Guila Benchimol
- ["Building a Very Narrow Bridge"](#) – Roadmap to accountability created by Dr. Guila Benchimol and Dr. Alissa Ackerman (co-owner and founder of [Ampersands Restorative Justice](#)), a restorative justice project engaged by the URJ.
- [Re-visioning the Sexual Violence Continuum](#) – by Lydia Guy, includes graphical depiction of a continuum sexual violence that “clearly shows the connection between all forms of oppression and violence.”
- [ADL Pyramid of Hate](#) -- shows how when we accept “biased attitudes” at the base of the pyramid, we enable an environment where worse behavior can thrive. The pyramid builds from Biased Attitudes to Acts of Bias, Discrimination, and Bias Motivated Violence before reaching the ultimate level of genocide. (©Anti-Defamation League, [www.adl.org](http://www.adl.org).)
- [Behind Bullying](#) - an interview with Dr. Dale Atkins and Rabbi Edythe Mencher

addresses adult bullying and harassment, how to respond when we encounter it in the board or committee room, and proactive steps to adjust the culture and “work together kindly.”

- [I’m stepping back from hugs and embracing the mitzvah of consent](#) - by Neshama Carlebach, on consent through the lens of COVID.
- Reconstructing Judaism: [The Torah of #MeToo](#) collection - “The #MeToo movement calls for a new kind of ethical guidance that reimagines authority and expertise. We curate ethical questions and responses from victims/survivors and contemporary leaders, as well as from the Jewish ethical tradition.
- [On Repentance and Repair: A Reform Movement Program for the High Holidays and Beyond](#) - including study guide, reflections, and interview of author Rabbi Danya Ruttenberg
- [I’ve Got Your Back](#) – by Emily May and Jorge Arteaga, book from Right To Be, providing “the indispensable guide to stopping harassment when you see it.”
- Central Conference of American Rabbis [collection of articles](#) as a part of the Task Force on the Experience of Women in the Rabbinat from both Jewish and “Wider World” sources on diverse topics, such as (1) responding to microaggressions, (2) harassment of women in Jewish fundraising, and (3) exploration of various topics related to women rabbis and Jewish professionals.