

November Newsletter 2019 - Cheshvah 5780



500 & 11: A Milestone for

WRN's Clergy: Safe Employees and Employers Project

(Read more to find out why these are amazing numbers!)

Launched over a year and a half ago, WRN's Clergy: Safe Employees and Employers Project seeks to address safety, respect and equity in the Jewish community by providing trainings and resources to the students and employees of Jewish seminaries in order to 1) create safer space within these communities and 2) seed change for the greater Jewish community. The seminaries are an overlooked, yet vital, key to the changes needed in every facet of the Jewish community. The seminaries train, of course, rabbis, but also, depending on the particular institution, cantors, educators, early childhood educators, executive directors, and academics. Their graduates serve in a vast variety of roles throughout the Jewish world. For example, today 30% of CCAR rabbis serve in non-congregational roles, while 60% of RRA rabbis serve in such roles. Therefore, by addressing seminaries, making them safer, more respectful, more equitable communities, we have the ability to model and set the standards for not only synagogues, but also all institutions throughout the Jewish world. The impact of this project stretches far beyond the borders of the seminary walls.

WRN is currently working with 11 Jewish seminary communities, although our original proposal only included five. We count each stateside campus of HUC-JIR as a singular campus community, as implementing the campus programs has meant investing time in partnering with local leadership and designing customizations. The seminaries currently being engaged are: The Academy for Jewish Religion, ALEPH, Hebrew College, Hebrew Union College-Jewish Institute of Religion (three stateside campuses - New York, Los Angeles, Cincinnati), Jewish Theological Seminary, The Reconstructionist Rabbinical College, Yeshivat Chochavei Torah, Yeshivat Maharat, and The Ziegler School of Rabbinic Studies of American Jewish University. We have had generous funding from the SafetyRespectEquity Coalition to fuel our work. WRN especially wants to recognize that HUC-JIR was an early and enthusiastic partner, scheduling the fullest iteration of our training at all three campuses.

Programs Offered

Our cornerstone offering is Fran Sepler's Safe, Respectful Workplace training, adapted with permission for the seminary setting. It is multi-hour training, which takes a 360 approach to training students, employees, faculty, and administration. WRN also offers a workshop on microaggression and inappropriate touch. This workshop training is heavy on role playing to help future clergy and professionals navigate gender-based microaggressions and limited unwanted touch. The training also explores how to create teachable moments, as well as how to utilize mentors, supervisors, lay leaders and other professional colleagues. The goal is to remain a leader and teacher, while also protecting healthy boundaries. While this workshop was originally designed for female-identified students in a single gender setting, some of the campuses asked for it to be adapted to a mixed gender program and to include issues of non-binary and transgender students. This has been very successful, too. In addition to these offerings, we also have created customized workshops with text study or specific trainings, sometimes blended with our pay equity teachings.

Notable Impact (500 & 11!)

The impact of our work can be measured by the number of people trained (we just topped 500 people trained!!) or the seminary campuses engaged (11). However, the anecdotal examples of impact are equally uplifting. As we have conversations with the seminaries (leaders, administration, and often student leaders) both before and after trainings, we are able to recognize the work these institutions have already done to strive towards being safer communities, discuss their challenges and next steps, and consult on solutions. In the

safer communities, discuss their challenges and next steps, and consult on solutions. In the coming months, we will continue to engage the seminaries through educating their leadership, listening carefully to their concerns, customizing where appropriate, and persistently pointing their attention to the importance of these issues.

Here is a safer, more respectful future!

Rabbi Mary L. Zamore
Executive Director

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Here is the schedule of opportunities to see WRN at the Biennial. Make sure to read carefully, sign-up when needed, and share with your colleagues and lay leaders where appropriate!

Thursday, 12/12

9-10:15 am **Achieving Pay Equity: Closing the Pay Gap in Reform Congregations**
Description

The gender pay gap is a pervasive human rights issue that impacts women and families within the Reform Movement in the same way that it operates in society at large. This is a problem we can solve within our own congregations if we commit to implementing achievable interventions. During this learning session, participants will consider steps that every congregation can take to address the existing pay gap and explore the resources available through the Reform Pay Equity Initiative. This session is cosponsored by Women of Reform Judaism (WRJ) and Women's Rabbinic Network (WRN.) Rabbi Marla Feldman, Rabbi Paul Kipnes, Rabbi Helaine Ettinger, and Rabbi Mary Zamore will be presenting.





WRN Dinner: [CLICK HERE](#) to register!

Friday, 12/13

7:45-8:30 am **Tefilla: Dorot Nashim B'yachad: Generations of Women Working Together**

This morning service will feature the varied and unique voices of women from across generations. All are welcome to join us as we highlight the many contributions that women have made, building on the shoulders of one another and looking towards the future. Come together in song and worship as we strengthen the bonds that tie generation to generation. Our own Rabbi Kelly Levy will be representing WRN in this service.

Sunday, 12/15

9am-1pm Biennial Extension: Gender and Justice in the Jewish Community

OPEN TO THE PUBLIC! Gender issues have been much in the news lately, and the Reform Movement is not immune. Come together for brave conversation, challenging learning and meaningful training to explore how issues of gender play out in our Jewish communities. We will look at issues of gender bias, sexual misconduct, and pay equity, and examine achievable interventions and resources to bring home to our congregations, Jewish institutions, and even the secular workplace. Specific areas for in-depth learning and training will include: interview and negotiation skills; organizational culture to create safe and respectful spaces; and ally conversations for people of all genders.

For more information: [CLICK HERE](#)

WRN Information Table, at URJ Central.

Swing by to say hello. Bring your leadership to learn more about WRN!



LOCATION TBD

Convention 2021 Update!

We hope you have marked your calendars for **June 6 - 9, 2021** for our next Convention when we will be kicking off a year of celebrating, culminating in the Golden Anniversary of Sally's Ordination in 1972 and the 50 years of women in the Reform rabbinate, from our Vatikot, ordained between 1972 - 1983, through the decades, to our newest colleagues.

We have been researching and visiting venues. We are searching for a location that is geographically accessible; close to a major airport, but not so close that we are meeting in the airport lounge; affordable, but not sleeping in tents; comfortable accommodations but not the Ritz; relaxing, restorative, interesting, charming and meaningful.

As soon as we secure our "perfect venue," we will share the exciting news with all of you.



OYS

Condolences to Jamie Korngold on the death of her mother Carole Wolfe Korngold

Condolences to Nikkia Wright, our beloved long time administrative professional, on the sudden death of her niece Diamond Wright. We also hold Diamond's son Bryson in our prayers for a full recovery.

Condolences to Elena Stein on the death of her father Jacob K. Stein

Condolences to Judith Lazarus Siegal and her husband Brian on the death of Don Siegal, Brian's father

Condolences to Leah Berkowitz on the death of her father David Berkowitz

JOYS

Mazel tov to Judi Beiner (and Stan) on the marriage of their daughter Zoe and Eytan Oren

Mazel tov to Yael Rooks Rapport and her husband on the birth of James Matar Moser

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