



## A STATEMENT FROM THE WOMEN'S RABBINIC NETWORK

Responding to the [public letter of apology](#) released September 15, 2022 by the Central Conference of American Rabbis, the Women's Rabbinic Network (WRN) released the following statement:

When victim-survivors of sexual harassment, abuse, or discrimination share their stories, they do so in the hopes that it will lead to justice, healing, and change. They hope that someone else may be protected where they were not, that someone else is spared the harm, violation, and trauma they endured, and that they may receive the support and just resolution they need as they heal.

Too often, the sole responsibility for misconduct is placed on individual perpetrators. But institutions can and do enable, excuse, and protect perpetrators of sexual harassment, abuse, misconduct, and gender-based discrimination. Institutions, including our Reform Movement institutions, have a responsibility to confront their own roles in enabling misconduct and to engage in a serious process of *teshuvah*, repentance and repair. The public apology released by the Central Conference of American Rabbis (CCAR), together with the action items to which it has committed following its ethics process [investigation and report](#), is a very important step toward the change victim-survivors deserve.

The Women's Rabbinic Network (WRN) remains profoundly grateful to every person who shared their experience of the CCAR ethics process with the Alcalaw legal team or directly with the CCAR. We appreciate that the CCAR undertook the process, leading to this sincere letter of apology.

We also applaud the CCAR's commitment to center the experiences of victim-survivors in the forthcoming updates to the rabbinic code of ethics, as well as the meaningful listening to victim-survivor testimony in which the Teshuva Task Force engaged. These are essential steps to creating meaningful and lasting change within and beyond the CCAR community, including the organizations and communities served by CCAR rabbis. In addition, we want to highlight the CCAR's public acknowledgement of the harm caused in the rabbinic job placement process; this acknowledgement is part of full accountability and repair.

WRN believes the Reform Movement must become a community which fully aligns our actions with the Jewish values we profess. With that essential goal in mind, we remind victim-survivors and bystanders that the CCAR is continuing to provide opportunities for anyone who wishes to come forward with a story of misconduct relating to the CCAR's ethics process.

We know that there are victim-survivors who have lost much, just as we know that the harm done may not be sufficiently repaired. WRN acknowledges these victim-survivors as we continue to work for change for their sake. We join our CCAR colleagues in acknowledging that *teshuvah* is not yet complete, as the true measure of this process will be when all of our Reform Movement institutions have implemented the necessary changes to become a place of safety, equity, and respect for all.