

**Safe, Respectful, Equitable
Jewish Workplaces
& Communal Spaces
*Even in a Pandemic? YUP!***

Nicole Nevarez

National Director
Ta'amod: Stand Up!

Shana Menkis


Director of Operations
JCFS, Winnipeg
Ta'amod Trainer



NETWORK
of Jewish Human
Service Agencies

Ta'amod ^{תעמוד} STAND UP
TRANSFORMING JEWISH WORKPLACES





**This
approach is
different
because**

- Focuses on building respect.
- Looks at what goes wrong **and** what goes right.
- Emphasizes the value of shared responsibility for a respectful workplace.
- Framed in Jewish values and wisdom.



KAVOD

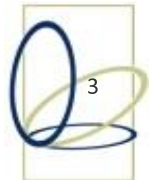
Root: K-V-D

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.



"HINEINI"

**I AM HERE
TO MAKE A
DIFFERENCE**



Psychological Safety

The belief that one will not be punished or humiliated for speaking up with ideas, questions, or concerns, or for pointing out errors.

“Psychological injury may be
no less harmful –
is often more so –
than physical injury.”

~Rabbi Jonathan Sacks

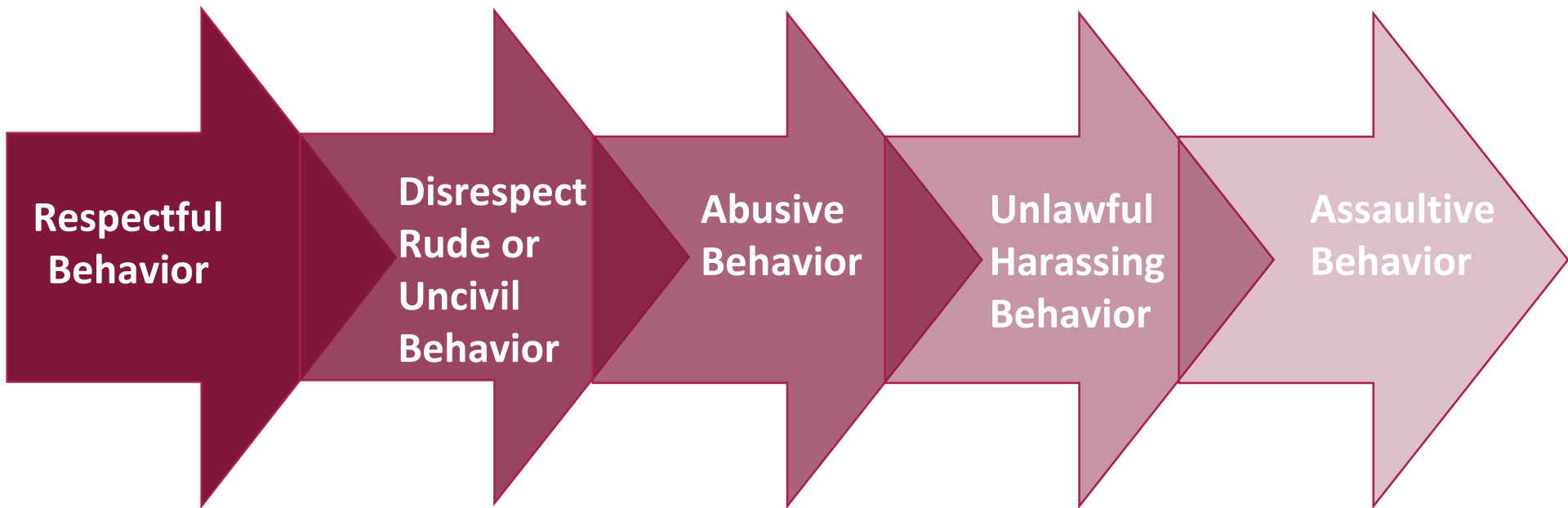




RESPECT IS THE ANSWER



Continuum of Behavior



Respect

The sense that one matters to those around them and that one is personally and professionally valued.

Respect affects how we show up at work.

How we show up at work affects organizational performance and how we can show up for others .

The Three Questions that Tell the Truth

- ✓ Do I feel respected at work?
- ✓ Does my employer value me?
- ✓ Does my work matter?

Let's Chat:
What are cues
that signal
respect?



Subjective Perception of Work Environment

Positive responses correlate to every positive organizational metric

- Morale
- Retention
- Productivity
- Performance
- Engagement

If someone believes they are valued and respected,
and that their contributions are also
respected and valued...

...they will know that it is acceptable to raise
concerns about things that interfere with
their safety, productivity, or well-being.

The work environment becomes
inclined to self-correct.

Transmission of respect/disrespect
can be both explicit and subtle.

- Scan for intentional/unintentional cues
- Compare cues to norms observed
- Deduce stature in eyes of others
- Form foundation of organizational experience



“Be the first to
greet every
person.”

~Pirkei Avot

Small cues
can have
BIG impact.

Respect as a Baseline

- ❖ Demonstrating cues that communicate respect is a baseline expectation to create a positive culture.
- ❖ Variance in explicit cues is counterproductive, particularly by leadership.

**Once the baseline is in place,
there is much more we can do!**

The "Rambam"
(Maimonides)
Hilchot Deot 6:6

“When a person commits a transgression against a fellow, the person should not hate the offender and keep silent...rather, it is incumbent upon that person to inform the fellow.”



Gift-Getting Behavior



- ❖ Thank you
- ❖ I appreciate it
- ❖ I know just what I'll do with it

Gift-Getting Behavior Dos and Don'ts

DO

- Thank them
- Show appreciation
- Admire the gift
- Tell them you will do something with it

AVOID

- Striking back
- Counter-grievance
- Impugning
- Minimizing
- Suggesting misunderstanding
- Debating

Gift-Giving Behavior



- Offer a choice about the place and time
- Begin with a positive intention
- Be specific about behavior
- Be specific about impact
- Focus on desire to have behavior stop/change

Feedback Model

GIVE

- ❑ Begin with a positive intention
- ❑ Be specific about behavior
- ❑ Be specific about impact
- ❑ Focus on desire to have behavior stop/change
- ❑ Restate positive intention

GET

- ❑ Thank them
- ❑ Show appreciation
- ❑ Admire the gift
- ❑ Tell them you will do something with it

Effective Feedback BREAKOUTS:

Discuss a positive and negative experience of receiving or giving feedback and what contributed to each.

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)

Bystander Behavior

- ✓ Someone else will do something
- ✓ It's a private matter
- ✓ It's too dangerous

A Powerful Bystander Strategy: Affirmation

Step up to recognize the positive:

- ❖ Micro-affirmations
- ❖ praise and/or
- ❖ appreciation

When someone demonstrates notable respect, creates safety, or promotes inclusion.

Active Bystander Process

PAY ATTENTION IN YOUR WORK ENVIRONMENT

- Are you observing continuum behaviors?
- How are these behaviors likely to affect the individual, work environment and culture?

ASSESS YOUR CONTEXT AND LEVEL OF INFLUENCE

- Are you in a position to **safely** influence this behavior?
- What is your relationship to those involved?
- What are the power, status and authority dynamics?
- What are you worried about if you say or do something?

SELECT INTERVENTION LEVEL—SAFE & LIKELY TO BE HELPFUL

- Disrupt, distract, deflect
- Support, Address, or Report

Intervention Strategies

- **Disrupt, Distract, Deflect**
- **Support**
- **Address (directly or indirectly)**
- **Report**

DISRUPT, DEFLECT, DISTRACT

- Change subject
- Interrupt
- Use gentle humor
- Ask a question
- Redirect
- Use a non-sequitur

SUPPORT

- Offer private support
- Seek impressions of allies
- Actively listen
- Inquire about ways to help
- Advice as appropriate
- Role play self-help
- Offer to accompany for conversation or report, as appropriate

ADDRESS

- Provide private feedback
- Write a note or email
- Partner with an influencer to discuss
- Speak up in the moment

REPORT

- Accompany target to report
- Anonymously report
- Third party report

INTO ACTION

**One key
takeaway**

**One
intention
for action**

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 ^{תעמוד} STAND UP
TRANSFORMING JEWISH WORKPLACES





KAVOD HABRIYOT: Dignity for All Beings

The inherent belief that all people have value and should be treated as such in the workplace and in the world.



RACHMANUT: Compassion

It is through compassion that we are able to see the other and to stand up for each other as we would want others to stand up for us.



OMETZ: Courage

The work of culture change is not easy and requires courage and commitment to face challenges.



EMET: Truth

The willingness to say what is true, to uncover realities because you can't heal what you can't or won't see.



DERECH ERETZ: The Right Path

It is incumbent on us to set things on the just path and steward the way, we will see change and it is incumbent on us to do so.



AREYVUT: Community

It is our moral imperative to come together in support of one another and together we can change the culture.

➤ **Resources**

➤ **Training**

➤ **Referrals**

Call Line

833-760-0330

Ta'amod תעמוד
TRANSFORMING JEWISH WORKPLACES **STAND UP**

Nicole Nevarez
National Director

nicole@jewishwomen.org

212-836-1380



October 14 @ 1 p.m. EDT

Poverty Challenge Year 2: Crafting or Re-crafting Your Intervention(s)

October 19 @ 1:00 p.m. EDT

Advancing Digital Equity during a Pandemic



October 21 @ 2:30 p.m. EDT

**VISION 2020: Focusing on the Ability:
Creating Pathways to Employment
for Individuals with Disabilities -
Every Agency Can Do It!**

Registration links can be found in our newsletters or on our website: <https://www.networkjhsa.org/>.