COMMUNITY ACCOUNTABILITY: A RECIPE FOR CHANGE

The notion of community accountability has taken on a new relevance in public conversation since #MeToo and #TimesUp began calling out well-known perpetrators of abuse. What does this concept mean in the context of violence against women, and how does it apply to our everyday lives?

Community accountability is the notion that within a community, we are collectively responsible for one another – from Talmud, Kol Yisrael arevim zeh la-zeh – and we must therefore hold each other accountable for how our individual actions impact one another and the whole. Community accountability with respect to violence against women has three major components:

• Supporting the abused: An organized communal commitment to supporting the victims/survivors of abuse.
• Consequences for the perpetrator: real, impactful consequences and options for those who have abused, which are upheld and reinforced communally.
• Norm shifts: Changing conditions that allow abuse to occur. Communities can do this through education, policy development, shifts in language and attitude, and a commitment to address underlying beliefs that perpetuate gender-based violence.

Here are some concrete ways the Jewish community can promote these key components of accountability:

SUPPORTING THE ABUSED

The most important element of any community accountability process is prioritizing the safety of victims. Though this may seem obvious, it is not simple: when both abused and abuser are part of the same community, their friends, clergy and other leaders may feel compelled to “take sides.”

INTRODUCING A NEW STRATEGIC VISION

Over the last quarter-century, Shalom Bayit has grown from a grassroots, volunteer-only effort to an effective, full service social justice agency - a key driver of change in the Jewish community. Two years ago (2017), turning 25 presented an opportunity to reflect on the impact of our work and think strategically about future directions.

Under the leadership of our past Board Chair Linda Kalinowski, in early 2018 the Board began a process of re-imagining the future of Shalom Bayit. We conducted an organizational assessment, solidified new goals for the change we want to see in the world around us, and collaboratively clarified a new strategic vision. The result was an ambitious plan preparing Shalom Bayit to lead bold changes in our community. The new strategic vision expands Shalom Bayit’s work along four axes of growth:

1. CONTENT—Expanding beyond domestic violence: On the prevention and education side, our work will now include other forms of gender-based violence such as sexual abuse and harassment, in addition to domestic violence, to meet the need we are hearing from our community.
2. CORE - Strengthening existing services: We will dedicate increased resources to broaden our reach and improve access to client-centered domestic violence support services.
3. CREATIVE Responsiveness: Building capacity to respond to emerging communal needs with flexion and innovation, generating cutting-edge

UPCOMING EVENTS...Join us!
October 1st
Domestic Violence Awareness Month Begins
October 15th
Sukkot Event in Danville
May 7th, 2020
Creating Hope 28th Anniversary Celebration
CONTINUED FROM PAGE 1

not know who to believe, demand “proof,” or attempt solutions to address both parties’ needs equally. These approaches simply do not work in cases of domestic violence, sexual harassment and sexual assault. Inevitably they will compromise the victim’s safety, minimize the impact of the abuse, and can revictimize the survivor. Instead, a community accountability approach to safety has two key ingredients: (1) when in doubt, err on the side of protecting the vulnerable; and (2) center the survivor’s voice and choices in determining the path toward healing.

When a community member comes forward to disclose that they have been harassed, assaulted, or abused the Jewish teaching of pikuach nefesh (our duty to save a life) requires us to address the victim’s immediate needs and safety. We need to listen, believe them and provide safety first, above all else.

CONSEQUENCES FOR THOSE WHO ABUSE
The second central concept is a communal agreement to hold those who abuse accountable for their actions. As individuals, we are part of a larger whole. This is why the Yom Kippur confessions acknowledge the “sins we have committed” collectively, even if each individual has not committed all of the harmful acts recited. In order to create individual accountability, the Torah asks us to engage in tochechah (respectful rebuke), teaching that it is everyone’s job to call out wrongful behavior when we see it: both as an important part of living in community, and especially if someone is being harmed (Lev 19:16-17).

Through teshuvah (“repentance” or returning to one’s true wholeness), Judaism allows a path forward for those who have harmed others. The rabbis taught that a teshuvah process must include personal accountability: self-reflection, repairing the harm done, and behavior change to ensure the hurtful behavior won’t be repeated. Community leaders can play a pivotal role in guiding teshuvah, encouraging those who have abused to accept responsibility and consequences for their behavior. Consequences may include: loss of leadership positions or honors, required education (such as a year-long batterers’ intervention program), and compliance with safety plans that prioritize the victim’s Jewish communal participation. In the long term, accountability can help prevent future violence and provide a pathway for penitent abusers to re integrate into the community.

SHIFING COMMUNAL NORMS
The third key ingredient in community accountability is creating new communal norms that no longer promote or tolerate abuse. Violence against women and people of marginalized genders is a societal problem, not an individual anomaly. Stopping it therefore requires a societal response: a shift in the attitudes and beliefs that encourage it to go on unchecked. This means addressing sexism, misogyny and homophobia—the systems that promote rigid gender roles and stereotyping and lead to the objectification and subjugation of women and people of marginalized genders. It also means building a culture of consent.

Simply put, the Jewish community can commit to confronting gender inequity. All members of a community have a role in defining and enforcing communal norms. We can visibly, concretely prioritize women’s safety and equality in Jewish spaces—and set the social standard that abuse is unacceptable. We can put abuse prevention and response policies in place in our communal institutions. All of us can believe survivors, prioritize victim safety and abuser accountability, and address sexism in our midst. Men have a vital role to play in advocating for gender equity and acting as allies to women. Clergy and community leaders can muster the moral courage to respectfully, responsibly call out unacceptable behavior (tochechah) and insist on accountability. We can decide communally that how someone treats others is more important than the size of their donation or their other contributions to the community. Together, we can send a message that everyone deserves to feel safe in their homes, workplaces, and communities. We can make a conscious commitment to share power and treat others with respect. We all have a part in creating the conditions that prevent violence and abuse from happening in the first place.

NEW STRATEGIC VISION, contd
solutions to communal challenges.

4. CAPACITY: A five year infrastructure scaling-up plan to make it all possible. This includes doubling our professional team and infrastructure to support this new work.

With this plan you will see a bigger, bolder Shalom Bayit. We intend this new vision to strengthen Shalom Bayit’s impact, tangibly move the needle on violence against women in the Jewish community, and re-align our work to meet current communal needs.

In addition to expanding our life-saving domestic violence services, we will also become your Jewish resource for preventing sexual assault, sexual harassment, and other forms of gender-based violence. We will invest resources, time and talent in policy development, prevention strategies, men’s allyship, and communal norm-shifts that build a culture of consent. We want our community to be a place where women and girls are safe, respected and empowered everywhere: in our homes, at work, from the classroom to the boardroom, and in all our Jewish communal organizations. To do that, we must shift the scale and scope of our work. With help and partnership from you – our community of supporters – we are ready to meet that challenge.
Thank You for Creating Hope with

We are so grateful to Event Chairs Stacey and Evan Levy, the Creating Hope event committee, and our many generous sponsors and supporters who participated in Shalom Bayit’s 27th anniversary, Creating Hope: We Rise on April 11th. Keynote speaker Dr. Jeff Edleson delivered strong messages on community accountability and taught us that we all have a role in ending domestic violence. It was a fabulous, festive celebration of Shalom Bayit’s work – and we loved how the crowd was inspired to Rise up to stop violence against women. Your generosity helped us to raise over $285,000 to strengthen Shalom Bayit’s services, expand our prevention programs and help launch new educational programs promoting community accountability. It is your generosity, along with your promise to rise up, that will help us promote women’s safety and healthy relationships for all.

Shalom Bayit & Bay Area Jewish Healing Center

invite you to participate in a Relationship Support Group for Women

No charge ✧ Confidential ✧ Free childcare

New 8-Week Palo Alto Group Forming Fall 2019

Does your partner make you feel bad about yourself?
Are you scared to go home?
Are you being hurt by someone you love?

You are not alone. Shalom Bayit is here to help.

For more info call (866) SHALOM-7 [Bay Area toll-free]

Funding generously provided by the Jewish Community Endowment Newhouse Fund and the Oshman Family JCC Chai Giving Circle

GIVE HOPE FOR THE HOLIDAYS: SPONSOR A FAMILY IN NEED

Shalom Bayit’s Chanukah Adopt-A-Family Program

Chanukah gifts and basic necessities for women and children fleeing domestic violence.

Your anonymous participation will make the festival of lights brighter for a family in need, offering a sense of security, community and hope.

To sign up to sponsor a family, contact (510) 845-8874 or adoptafamily@shalom-bayit.org
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Be the Link: Invite Shalom Bayit to
Host a men’s MenschUp! conversation
Bring a Shalom Bayit speaker to your synagogue
Bring Love Shouldn’t Hurt youth workshops to your school

Ask about joining our growing Board of Directors
Let us know how you’d like to get involved.
Fill out a volunteer application on our website or call for more info.

THANK YOU
toda raba

to the many individuals, foundations, businesses &
organizations who make our programs a success.

We couldn’t do this without you!
Any omissions are unintentional.

In-kind & financial contributions
are fully tax deductible!

Please send your gift to:
Shalom Bayit / Tides Center | PO Box 2883
Berkeley, CA 94702

or donate securely online: www.shalom-bayit.org
MEMORIAL AND HONORARY GIFTS JULY 2018 - JUNE 2019
IN HONOR OF...

Meira Albert: Brian & Fran Kaye
Suzanne Amor: Elizabeth Goldbaum
Roz Barak: Judi Leff
Susan Barnes: Jessica Gerber | Mark Shemaria
Rosyland Bauer: Renee Bauer & Laurie Zimmerman
Hagar Ben-Eliezer: Deborah Adabachi | Maxine Epstein
Ellen & Jon Benjamin: Karen & Stuart Yaggoor
Diane Bernbaum: Desmid Bendix Lyon
Ralph Bleier: Rabbi Dan Goldblatt / Beth Chaim Congregation
Abigail BloomKing: Marcia & Stephen Ruben
Natalie Boskin: Betty & Donald Stone | Tree Gelb Stuber
Liora Brosbe: Frayda Cohen | Daniel Laub | Rona Teitelman
Marcia Chaiken’s 80th birthday: Shama Chaiken & Pam Morgan
Shira Chester: Ronnie Caplane
David & Laureen Cohen: Dylan Russell
Elana Cohn’s med school graduation: Rhoda & Sheldon Wolfe
Zephira Derblich-Milesa: Rabbi Jason Gwasdow | Temple Israel in Stockton
Carol Dorf’s retirement: Rivka Greenberg
Susan & Bill Epstein: Nancy & Norman Price
Fany & Yaakov Fenton’s b’nai mitzvah: Lilach Levinson
Jerilyn Gelt: Wendy Bear | Lynn Bunim | Marsha Gelt | Roberta Gelt | Bonnie & Daniel Levitt | Janet Parker & Chris Focht

Phylis Godlove: Joyce & David Lewbin
Cathy Goldstein: Ellyn Lazarus
Rivka Greenberg: Khuyu Knure & Theda Haber
Judith Kunofsky & Mitchell Shandling
Maayan Greenberg Stanton’s birthday: Rivka Greenberg
The Hersh Family: Rivka Greenberg
Ron Kahn’s 65th birthday: Maureen Backman
Linda Kalinowskis: Julie, Sara & Ron Bannerman | Ellen & Jon Benjamin
Michael Bien | Pamela Rose & Steven Dinkeliskel
Rivka Greenberg | Laura Katz | Susan & Scott Krigel
Connie Levi & Alon Robin | Helen Slov Luey & Leon Luey
Hiroko Nogami-Rosen & Ed Rosen
Rivka Greenberg
Linda & Christian Peacock
Harriet Prensley & William Pomperanz
Paul & Kimberley Rodler | Kathryn & Harvey Rudman
Jorun & Harmon Shragge | Robert & Jeanne Shulman
The Konikoff baby boy: Rena Gelb
Pam Kramer: Donita Decker
Linda Kurz: Leslie Friedman | Antonia Lavine
Gail & Bernard Nebenzahl
Barbara Levinson: Eileen & Rafael Battat | Frances Berger
Elaine & George Cohen | Norman & Esther Harris
Alice Stern
Stacey & Evan Levy: Nancy & Andy Orgel
Sandy Lipkowitz: Ellyn Kaschak
The birth of Solomon Marcus: Brenda Gates-Monasch | Talya & Paul Marcus
Talya & Paul Marcus: Hannah Marcus | Ariela Perlman
Rabbi Alissa Miller: Sue Adler-Bressler & Dave Bressler

Susan Moldaw: Lisa S. Pritzker
Norma Perlstein: Joanne Neuman
Her recent marriage: Ruth Poole
Robin Reiner’s birthday: Karen Yencich
Craig & Leslie Rothbach: Kathi & Lawrence Goodman | Bonnie Kellogg
The Shalom Bayit Board: Rivka Greenberg
The Shalom Bayit Staff: Susan & John Barnes | Embery Cross
Rivka Greenberg | C. J. Kingsley
Pam Kramer & Rich Sieberman
Rabbi Jacqueline Mates-Muchin
Dana Sheenan & Sue Bojdak / The Eleanor Fund
Joani Share’s birthday: Meryl Norek
Shira Stanton’s birthday: Rivka Greenberg
Her granddaughter’s birth: Rivka Greenberg
DV survivors everywhere: Patricia Stone & Charles Ortenberg
Roselyne C. Swig: Eleanor Chram | Sheila Von Driska
Nancy Livingston & Fred Levin
Kate Taffel: Jason Friend & Alina Katz
Abby Teisch: Fran & Joel Teisch
Naomi Tucker: Terry Pink Alexander | Linda & David Altshuler
Marcia & Jan Chaiken | Maxine Epstein
Patti Joselewitz | Emily Murase
Janet Surkin & Bob Stillman | Harriet Tucker
Lori Wick | Diane & Josh Wirtschafter
Sarah Ann Weiner: Rebecca Weiner & Andrew Green
Rabbi Eric Weiss: Marilyn Kline
Christina Woo: Suzanne Sims Woo
Nancy Zorfas’ birthday: Debra Herz

IN LOVING MEMORY OF...

Andi Arrick: David Arrick
Marge Benjamin: Sandra Lipkowitz
Lillian Berg: Judith & Marty Berg
Betsy & Leo Boruchoff: Nancy & Andy Orgel
Abraham Brodsky: Rabbi Steven & Leona Chester
Linda Dannenberg: Diane Claerbout
Annette Dorf Hills: Rivka Greenberg
Deborah Edelman: Barry Zimmerman
Tova Einbinder: Corinne Jaffe-Gellman & Steven Gellman
Margaret Entow: Donna Stravinski
Verena LaMar-Green: Dvorah Green
Jack Goldstone: Sharon Goldstone
Jonathan Harms: Celia & Terry Harms
Jack & Ethel Higham: Pamela Abramson
Jane Kahn: Etayne Grossbard
Dina Liverant: Kim Cusato
Michael Paster: Laura Wine Paster
Vicky Prager: Alex Madonik & Eve Sweetser
Miriam Nathan Roberts: Anna Mantell
Martin Max & Judith Miller Rosner: Marsha Rosner Caplan
Beatrice Schiffman: June McKay
Shirley Schwed: Linda Landau

Lois Siegel: Joel Siegel
Pearl & Milton Sigberman: Maxene Bodin
Matthew Brandon Sooy: Barbara Tuber-Sooy
Shelly Weil: Nitzia & Ofer Agam | Michael Bien | Elaine Benoit-Fox
Abby Caplin & Ami Goodman | Roberta Fink
Beth & Jerry Jordan | Hiroko Nogami-Rosen & Ed Rosen
Linda & Christian Peacock
Harriet Prensley & William Pomperanz
Pamela Rose & Steven Dinkeliskel
The Shalom Bayit Board of Directors
Joyce Whitgob Friedman: Aileen Frankel
Patty Wolfe: Leila Straw
ANNOUNCEMENTS & PROGRAMS

NEW ADDITIONS TO THE SHALOM BAYIT TEAM: Amanda Martin joins our team this fall as the new Direct Services Manager, providing counseling care and support to our clients. Natalie Boskin, our new Youth Educator, has a background in Jewish education and also works at Kehilla Community Synagogue. Maria Medvedev (Bilingual Svoboda Advocate) is a Licensed Marriage and Family Therapist who joins our team to support our Russian-speaking clients and outreach. Lorianna Seiditz-Smith (Events & Engagement Specialist) brings over 15 years’ experience in business operations and event planning, and is a board member at Congregation Beth El in Berkeley. We invite you to connect with us and meet our new wonderful team members!

FAREWELL FOR NOW. We bid a fond farewell to Sarah Rothe who has led our counseling services since 2015. Sarah has been a fierce advocate for our clients and a wonderful member of our team. The depth of her compassion and knowledge will be truly missed!

OUR BOARD IS GROWING TOO! Please help us welcome Stacey Levy, Dyanna Loeb, Talya Marcus, and Hannah Schlacter. Along with the rest of our Board, these amazing women are leading the way for Shalom Bayit’s growth and new directions.

May Our Homes be a Shelter of Peace: Gathering in the Sukkah & Annual Prayer for Peace in the Home

October is Domestic Violence Awareness Month. We tie purple ribbons on our sukkah to mark this national reflection, to honor survivors of abuse, and to note our commitment to making every home a safe home.

JOIN US TUESDAY, OCTOBER 15TH, 6-8 PM AT A PRIVATE HOME IN DANVILLE

Celebrate Sukkot · Enjoy Refreshments · Honor Survivors
Tie a Purple Ribbon · Be in Community

RSVP: please call (510) 845-8874 or email us at events@shalom-bayit.org

We can help your community group prevent & respond to abuse through:

- Speakers | Customized Workshops
- Youth & Adult Education
- Policy Development

Ask us about workshops on:

- Consent | Healthy Boundaries
- Equality in Friendships
- Financial Abuse & Empowerment
- MenschUp Men’s Allyship
- Healthy Jewish Masculinities
- СВОБОДА/Svoboda Russian Programs

For more information, please call (510) 845-8874 or email communityed@shalom-bayit.org

Love Shouldn’t Hurt: Building Healthy Relationships for Youth

Since its inception in 2002, our Love Shouldn’t Hurt youth program has provided Jewish youth with vital life skills, consent education, and tools to make healthy relationships choices. We also support parents, educators, and youth allies in coaching youth towards healthy interpersonal relationships.

Love Shouldn’t Hurt is expanding! Thanks to support from the Jewish Community Federation’s East Bay Teen Initiative, we are pleased to be expanding the Love Shouldn’t Hurt team and menu of programs. Check out our new offerings:

- New elementary school workshops (in addition to our 6th grade through college curriculum)
- Healthy boundaries in professional relationships
- Flirting or sexual harassment: what’s the difference?
- Young children and consent: a workshop for Preschool parents and teachers
- “Preventing the next #MeToo generation” - workshops on fostering a culture of consent

Want to learn more or book a workshop? Contact us! (510) 845-8874 or teen@shalom-bayit.org

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Business Line: (510) 845-8874 | Peninsula: (650) 574-7233 | Free Confidential Helpline: (866) SHALOM-7 | www.shalom-bayit.org