



SRE Assessment Consultant - Time Limited, Grant-Funded

Position Summary

This position is a contract role and is graciously funded by the Safety Respect Equity Coalition as part of a grant focusing on Jewish Camps and Day Schools. This role will lead the creation and analysis of a self-assessment in areas of Safety, Respect, and Equity (SRE) for camps and day schools. The assessment will focus on gathering information related to SRE training, guidelines, and policies at the highest levels of professional and lay leadership at Jewish day school and Jewish overnight camps (executive and senior staff and board members). The assessment will help identify a 'baseline' of how camps and day schools currently operate in the spheres of lay/pro relations, decision-making, and modeling safe, respectable, and equitable workplaces at the highest levels of leadership.

This project is estimated to run January 2020-April 2020 with potential to continue to a second phase further into 2020 and early 2021.*

General Responsibilities

- Assess the SRE landscape to determine which organizations are active and/or leading in this area
- Work with designated FJC and Prizmah staff to develop a self-assessment tool to distribute electronically and otherwise to affiliated camps and schools
- Create a clear understanding of a baseline of the types of training and policy practices that are already in place in these institutions the areas of SRE; specifically in top level lay and professional leadership (board and senior staff)
- Manage electronic data collection, virtual focus groups, and 1:1 conversations with various camp and school leaders
- Analyze data collected through self-assessment and present findings in the form of a written report and visual presentation
- Based on findings, work with FJC and Prizmah to develop short-term and long-term goals for camps and schools in the relevant areas of Safety, Respect, and Equity coupled with a strategy to meet these goals and needs.

*Timeline may be adjusted, as needed, in conversation with FJC and Prizmah. There also may be an opportunity to continue to work with FJC and Prizmah to create and facilitate regional trainings as well as a deliverable document of best practices.

Experience Required

- Strong background (legal, human resource related) with expertise in workplace equity and diversity, sexual and other types of harassment and abuse, specifically in the Jewish community and in school and camp settings.
- Understanding of survey creation and data analysis

About Foundation for Jewish Camp

The key to the Jewish future is Jewish camp. We know from research—and nearly two decades' experience—that this is where young people find Jewish role models and create enduring Jewish friendships. It's where they forge a vital, lifelong connection to their essential Jewishness. The Foundation for Jewish Camp (FJC) is the central address and advocacy group which helps create transformative summer experiences for young people—ensuring the Jewish future. Founded in 1998, we are a catalyst for change throughout the field providing leadership, financial, and educational resources to nonprofit Jewish summer camps, campers and their families across North America. FJC has grown to work with approximately 250 day and overnight camps and each summer we serve more than 200,000 youth, teens and young adults across North America.

OUR STRATEGIC AREAS:

1. We Develop Adaptive Talent: We help camp professionals, counselors, lay leaders and other camp talent develop the skills to lead their camps to exceptional outcomes operationally and educationally. And identify the next generation of leadership.
2. We Deepen Immersive Jewishness Learning Experiences: We develop and support programs that deepen campers' and counselors' connection to their Jewish roots and culture, in the summer and year-round
3. We Drive Field Growth: We continuously expand the number and variety of summer experiences to attract more—and more diverse—participants, including families with young children.

About Prizmah

Prizmah is the network for Jewish day schools across North America. We partner with day schools, yeshivas, philanthropists, and communities from all denominations, helping them grow their reach and impact and tackle the challenges on their path to success.

Educating our children is the most important investment we can make in their future. Jewish day schools inspire and nurture young people, prepare them for remarkable and meaningful lives, and enable them to thrive.

Prizmah enhances the ability of schools to excel and thrive. Prizmah is building networks for schools and their supporters to connect, learn and drive impact: deepening talent by investing in professional and lay leaders; catalyzing resources to generate funding for schools to flourish; and accelerating educational innovation, to foster teaching and learning opportunities that empower students to thrive.

At Prizmah, we see what is possible for Jewish day schools, and we're passionate about making that vision a reality.

Interested individuals should reach out to Margalit.Rosenthal@JewishCamp.org with a resume. Interested organizations should reach out with a one-page document that demonstrates relevant expertise and related projects.