**Gender Equity Resources**

**LEADERSHIP AND ACCOUNTABILITY:**
- **Gender Equity and Leadership Initiative Report**: This report shares research and findings that explored how to enhance gender equity and leadership within Jewish educational institutions and the needs of professionals in the field of Jewish education. The Gender Equity and Leadership Initiative is housed at the Leadership Commons of the William Davidson Graduate School of Jewish Education of JTS. “Men remain at the top of large Jewish educational institutions (i.e., central agencies). While the overwhelming majority of Jewish educators are women, they are not proportionately represented in top leadership roles. In addition, the feminization of the field of education in both Jewish and secular U.S. contexts adds another layer of complexity to understanding the gender dynamics in the field of Jewish education.” This research is applicable to all Jewish women in leadership positions.

**INFRASTRUCTURE:**
- Professional Ethics Codes (CCAR, ACC, ARJE)
- Event Codes of Conduct
- Congregational Ethics Code
- Sacred Spaces Ethics Code for Jewish Leaders & Ethics Code for Jewish Leaders
- Sample Policies and Procedures from Safetyrespectequality.org
  - SRE Network Norms for Engaging in SRE’s Virtual Convening
  - SRE Network Convening Code of Conduct
  - SRE Reconstructing Judaism Convention Covenant of Behavior
  - SRE Model Event Anti-Harassment Code of Conduct
  - SRE Respectful Event Space Policy, boilerplate example
COMMUNICATION:

- **Understanding Gender Terminology**
- "The Clergy Monologues" and accompanying discussion guide
- **Liturgy, ritual and sermon examples on Task Force website**
- Teaching materials for rabbis and Jewish educators
  - **Shalom Hartman’s Judaism, #metoo and Ethical Leadership:** Perspectives from the Created Equal Project explores how Jewish ideas can inform the current discourse on power, privilege and sexual assault and generates new insights and deep conversation. Each of the four videos is followed by links to sources and a short guide for educators to prepare for leading discussions around the material.
  - **The Sacred Exchange: Creating a Jewish Money Ethic** (CCAR Press): Our use of and relationship with money must reflect our religious values. This book and accompanying discussion guide aim to start a comprehensive conversation about how Judaism can guide us in this multi-faceted relationship.
  - **The Sacred Calling: Four Decades of Women in the Rabbinate** (CCAR Press): This volume contains essays about the history, successes, and challenges of women in the rabbinate. Though it is about the rabbinate, much of the writing is also applicable to women in other leadership positions. Also has an accompanying discussion guide.
  - **The Reform Jewish Quarterly 2018:** This special issue devoted to pay equity in the Reform movement is sure to educate, to challenge, and to inspire. Explore sacred texts illuminating the subject of gender pay equity, and discover how congregations can strive to compensate their employees fairly and justly.

- Additional resources:
  - **The Chronicle of Jewish Philanthropy’s “Coverage and Tools about Sexual Harassment at Nonprofits”**
    This is a collection of articles with advice from a variety of experts and includes guidance on how to communicate with donors, respond when a leader is involved in a scandal, or better protect your lay leaders.
Gender Equity Resources

HIRING AND EMPLOYMENT

- Placement
- Family Leave
- Pay Equity
  - “10 Steps Nonprofits Can Take to Close the Pay Gap for Women,” from the Chronicle of Jewish Philanthropy, October 2018
  - Gender Equity in Hiring in the Jewish Community Project offers workshops and training to develop Gender Equity Advocates. Those who complete the cohort-based training will become part of the network, paired with peers, coaches and mentors.
  - Reform Pay Equity Initiative is a multi-pronged approach to systemic change. The toolkit offers resources for employers and employees to educate and identify best practices for ethical hiring. Topics include negotiation skills, implicit bias, and do’s and don’ts of hiring.

EDUCATION AND TRAINING

- Implicit Bias training
- Implicit Bias video
- Allyship/ Men as Allies: “The Pledge on Live the Pledge”
- The Sacred Calling” discussion guide