



# Rethinking Leadership for Gender Equity

Session #3

Strategizing for a Different Future

Rabbi Mary L. Zamore

# Value vs. Worth

(in the nonprofit world)  
(and gender)

Nonprofit → mission driven

Why is it difficult  
to talk about money??

The right side of the slide features a complex, abstract graphic composed of overlapping, semi-transparent blue triangles and polygons in various shades, ranging from light sky blue to deep navy blue. The shapes are layered, creating a sense of depth and movement. A thin, light blue line extends from the bottom left towards the center of the graphic area.

# Money Talk

## ▶ Context matters

- ▶ In some contexts, we easily talk about money
  - ▶ Union or governmental jobs
  - ▶ What we paid for roofing vs. what we paid for our house
- ▶ Socio economic strata

## ▶ Roots of our discomfort

- ▶ USA: Ideal of equality without the reality=guilt
- ▶ Perception that our pay is our worth\*\*\*
  - ▶ While we don't talk about money, we signal our worth

# Comfort with Money Talk

## Where do we learn it?

	Family
	Birth Order
	Mentors
	Professional Training
	Ethnic
	Gender

Why is it important  
to talk about money?



# Money-Talk for Equity

- ▶ Pay Equity
- ▶ Family Leave





אֲתַעֲשׂוּ עוֹל בַּמִּשְׁפָּט בַּמִּדָּה בַּמִּשְׁקָל וּבַמְשׁוּרָה:

You shall not falsify measures of length, weight, or capacity.

מֵאֲזֵנֵי צֶדֶק אֲבִנֵי-צֶדֶק אֵיפֶת צֶדֶק וְהִין צֶדֶק יִהְיֶה לָּכֶם אֲנִי יְהוָה  
אֱלֹהֵיכֶם אֲשֶׁר-הוֹצֵאתִי אֶתְכֶם מֵאֶרֶץ מִצְרָיִם:

You shall have an honest balance, honest weights, an honest ephah (dry measure) and an honest hin (liquid measure).  
I the LORD am your God who freed you from the land of Egypt.

Leviticus 19:35-36



**The wage gap is the financial dimension of the structural inequalities that affect women and other groups.  
Our weighing and measuring is not just.**





SOURCE: The BLS (2014). Also cited in the Institute for Women's Policy Research Fact Sheet "The Gender Wage Gap: 2014"

 HARVARD Kennedy School  
WOMEN AND PUBLIC POLICY PROGRAM

## WAGES LOST OVER A 40-YEAR CAREER



ASIAN  
WOMEN\*  
\$350k

WHITE  
WOMEN  
\$565k

BLACK WOMEN  
\$840k

NATIVE WOMEN  
\$935k

LATINA/HISPANIC  
WOMEN  
\$1,043k

\*Many racial and/or ethnic subgroups of Asian women experience significantly wider wage gaps.

womenemployed.org | Source: NWLC

## THE REFORM PAY EQUITY INITIATIVE

The Reform Pay Equity Initiative is coordinated by **Women of Reform Judaism** ([WRJ](#)) and the **Women's Rabbinical Network** ([WRN](#)), with participation by all the arms of the Reform Movement, including affiliates and professional associations. These partners are American Conference of Cantors ([ACC](#)), Associations of Reform Jewish Educators ([ARJE](#)), Advancing Temple Institutional Development ([ATID](#)), American Reform Zionist Association ([ARZA](#)), Central Conference of American Rabbis ([CCAR](#)), Commission on Social Action ([CSA](#)), Early Childhood Educators of Reform Judaism ([ECE-RJ](#)), Hebrew Union College-Jewish Institute of Religion ([HUC-JIR](#)), Men of Reform Judaism ([MRJ](#)), National Association for Temple Administration ([NATA](#)), Program and Engagement Professionals of Reform Judaism ([PEP-RJ](#)), Religious Action Center of Reform Judaism ([RAC](#)), Reform Pension Board ([RPB](#)), Union for Reform Judaism ([URJ](#)), and World Union for Progressive Judaism ([WUPJ](#)). **Financial support has been provided by the SafetyRespectEquity Coalition and New York Jewish Women's Foundation.**

## RPEI: Interventions

- Synergy, open communication
- Data Collection, standardize, aggregation and analysis
- Education
  - Facts/Values Gap
  - Trainings for employees AND employers
- Changes to the placement processes
  - Salary range
  - Implicit Bias Training, expanding

<https://reformpayequity.org/>

- Employees
- Employers
  
- BTW, we are all employers.
  
- A wealth of materials for skills, training, peaching, teaching, & singing.

**REFORM  
PAY  
EQUITY  
INITIATIVE**





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## Reform Pay Equity Initiative

On average, women working full time in the United States are paid just 80 percent of what men in comparable positions are paid. Sadly, the gender pay gap exists also within Jewish institutions at similar rates. The leadership of the Reform Movement recognizes this problem and has created the Reform Pay Equity Initiative to create change on this critical social justice issue.

Below please select either EMPLOYER or EMPLOYEE to what best defines your role in the hiring process. There you will find educational resources, examples of best practices, and comprehensive tools to help close the gender wage within our community and beyond.

While the Initiative is geared towards Reform Jewish institutions, the featured materials are beneficial to anyone participating in the hiring process and tackling the issue of pay equity.



EMPLOYER

EMPLOYEE



## Reform Jewish Quarterly, CCAR Journal Fall 2018

- <https://www.ccarnet.org/the-reform-jewish-quarterly-fall-2018/>
- Study guides for boards, search/hiring committees/adult learners





## Challenges Before

- Data: high quality, but limited
- Unicorns
- Engaging Individual Congregations
  - Especially engaging before hiring starts

## Paid Family Leave

- ▶ 12 weeks paid leave for ALL employees
- ▶ Family leave, medical for family or self
- ▶ Policy, cultural (destigmatizing taking the leave, not being penalized for taking the leave)

נְשַׁמְעָה



# Gender & Leadership

▶ Private, individual

▶ Public, communal



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