PAY EQUITY

SRE Webinar
July 30, 2019 | Rabbi Mary Zamore & Mordy Walfish
Safety Respect Equity

• A Jewish coalition to address sexual harassment and gender discrimination
• 108 members and growing - sign up today!
• Goal: universal leadership commitment, organizational change, and culture shift across the entire Jewish communal world.
You shall not falsify measures of length, weight, or capacity.

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
But here, in the case of one who uses false measures, there is no possibility of repentance because he has no way of knowing whom he cheated and is therefore unable to return the stolen money.

Talmud, Bava Batra, 88b
Wages Lost Over a 40-Year Career

LATINA/HISPANIC WOMEN
$1,043k

NATIVE WOMEN
$935k

BLACK WOMEN
$935k

WHITE WOMEN
$840k

ASIAN WOMEN*
$350k

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

womenemployed.org | Source: NWLC
• RECOGNIZING that no community, including our own, is immune from sex- and gender-based bias and misconduct;

• STRIVING to foster organizational and communal cultures where all individuals have equal opportunities for hiring and advancement as professionals and volunteers;

• BELIEVING that transparency and accountability are essential elements of healthy organizations and communities;

• SEEKING to effect change at the leadership, organizational and community-wide levels to do everything possible to guarantee that all Jewish workplaces and communal spaces are safe, respectful and equitable for all;
Key Terms

- **pay parity** The same pay for the same job across different employers/workplaces.
- **pay relativity** The relationship between pay rates for various roles/work.
- **gender pay gap** Gap between the average earnings of women compared with men.
- **equal pay** Same pay for the same job (no differential based on gender).
- **pay equity** The same pay for work of equal value.
- **pay and employment equity** The same rights and opportunities.
- **gender equality**

Pay, conditions, experiences in the workplace and access to jobs at all levels are not affected by gender.
What is a Leading Place to Work?

- Trusted Leaders
- Respected Employees
- Common Purpose
- Talent Development
- Salary and Benefits
Salary and benefits

Setting and communicating compensation is a common pain point for managers, and male employees appear to have a much clearer understanding of how their compensation is set.

43% I believe my total compensation (salary + benefits) is fair relative to similar roles at MY organization
←13%→ gender gap between women (42%) and men (55%)

38% I understand how salary decisions and raises happen at my organization
←10%→ gender gap between women (38%) and men (48%)

35% I believe my total compensation (salary + benefits) is fair relative to similar roles at OTHER organizations
←4%→ gender gap between women (57%) and men (61%)
Differences by gender

The greatest differences in the way women and men feel about aspects of work are around compensation and feeling comfortable speaking up.

Largest gaps between Female and Male respondents

- 13% gap - I believe my total compensation (salary + benefits) is fair relative to similar roles at MY organization
- 11% gap - I'm comfortable sharing potentially unpopular opinions at my organization
- 10% gap - I understand how salary decisions and raises happen at my organization
- 10% gap - I believe my total compensation (salary + benefits) is fair relative to similar roles at OTHER organizations
National Landscape

National initiatives to address pay equity

WHAT IF WOMEN EARNED EQUAL PAY?

Nearly 60% of women would earn more if working women were paid the same as men of the same age with similar education and hours of work.

6.9 million single mothers would earn 17% more (~$7k) annually. Poverty rate among these families would drop from 28.7% to 15%.

The poverty rate for all working women would be cut in half, falling from 8.1% to 3.9%.

U.S. economy would generate additional income of $450 BILLION (= 2.9% of GDP).

Data from Institute for Women's Policy Research: http://bit.ly/iwpreqpay

LEADING EDGE 11
Jewish Communal Landscape

- Compensation as a “black box”
- Internal Benchmarking
- Forward Salary Survey
- Reform Pay Equity Initiative
Pay Equity Challenges in the Reform Movement are Not Unique

- We are a mirror to the secular workplace

- Yet, the barriers for Jewish Professionals include special challenges
The Reform Movement Experience

Administrator: penalty = 19%

Cantor: penalty = 14-29%

Rabbi: penalty = 4-13%
  but 19% when adjusted for title/size

(CCAR/URJ Salary Study is Gold Standard)
WHO IS INVOLVED IN 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 Jewish Women’s Foundation of New York.
RPEI: Interventions

• Data Collection
• Synergy, open communication
• Education
  • Facts/Values Gap
  • Trainings
• Changes to the placement processes
  • Salary range
  • Implicit Bias Training, forthcoming
https://reformpayequity.org/

- Employees
- Employers

BTW, we are all employers.
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.
Symposium: Pay Equity Within the Reform Movement

- **Introduction**, Marla J. Feldman & Mary L. Zamore
- **Gender Pay Equity: A Textual Exploration for Justice**, Mary L. Zamore
- **Responsum on Equal Pay**, Jonathon Cohen (on behalf of the CCAR Responsa Committee)
- **Women Cantors and Dollars in 1976**, Barbara Ostfeld
- **What the Latest Reform Movement Rabbinic Salary Study Reveals about the Gender Wage Gap**, Michael J. Gan & Natalie C. Moffett
- **Beyond Salaries: Fair Employment Practices**, Laura Bernstein
- **What Is Possible: Striving for Gender Pay Equity for Congregational Employees**, Esther Lederman & Amy Asin
- **Embedding Pay Equity into the Congregational Culture**, Paul Kipnes
- **Rewriting the Rules and Breaking the Wage Gap Silence**, Shifra Bronznick & Emma Bronznick Goldberg
- **Where Do We Go from Here? Achieving Pay Equity on Our Pulpits**, Richard Jacobs
- **The Gender Wage Gap in the Reform Movement: A United Data Narrative**, Elise Gould
• Study Guides available for adult education learning, (3 sessions), board training, & search committee training

• Teach & Preach about Pay Equity for Equal Pay Day
Challenges

• Data, limited

• Unicorns

• Engaging Individual Congregations
Copy us, please!
There are so many problems in the world that we can’t fix; we can fix this one. It is in our control.

- Michael Gan, Employment Lawyer
Compensation Philosophy

1. Establish Core Values & Guiding Principles
2. Create your Compensation Ecosystem
3. Put your Compensation Philosophy into Practice
4. Steer clear of the common pitfalls
Questions?
Prayer for Pay Equity

May we here today, representing our great Jewish community with all of its varied, beautiful facets, understand the virulent inequalities permeating our community, as much as it does secular society.

May we be willing to live up to our promise and uphold our best Jewish values to create true safety, true respect and true equity for all. Let’s start by being ethical employers, creating a level playing field for all, fair pay for all.

May we live Deuteronomy’s words tzedek, tzedek, tirdorf, justice, justice, you shall pursue.