

The Wexner Foundation Gender Summit

MENU OF ACTION ITEMS

We invite participants to add suggestions here and also wanted to note that we have taken some inspiration from both the SRE Coalition and this article:

<https://ejewishphilanthropy.com/the-week-that-all-jewish-women-turned-invisible/>

Individual:

- Take part in and hold negotiation training
- Promise to call out “bad behavior” when witnessed in the workplace, e.g. “please don’t comment on that woman’s body”
- All people should refuse to participate in a panel without gender balance (not just a woman moderator but experts who are balanced with women and men); and this is a great “action” to take as a male ally:
<http://advancingwomen.org/pages/mobilize/men-as-allies/faq>
- Commit to citing women’s voices in news articles
- When asked to recommend a candidate for a job, recommend women as well as men
- Check my “media consumption” to ensure I’m reading books, watching movies, etc., that are written by female voices as well
- Allyship means action - raise up women who are doing important work, share the names of women contributing innovative and productive ideas
- Write an op-ed/other article, convene a videoconference or record a podcast about your work on gender equity and safety issues
- Post and share important research and information in social media explaining why this quote, article, data meant something to you (don’t just share the link because people will be more moved if you explain what specifically felt relevant/urgent to you)
- Create a compelling work of art to highlight gender inequity or harassment
- If you have come forward publicly to name those who have sexually harassed you, consider offering yourself as a resource for others who have not yet done so
- Have private conversations with colleagues and family members to coach them into greater awareness of their biases and the above-listed possibilities for change
- If you are a woman and have not gone for C-suite positions or have declined to serve on panels or as a teacher/facilitator at a public event, prepare yourself to do so and assert to those in your network you are ready to be called.

Organizational:

- ❑ Organizations should sign onto the SRE Commitment / Standards
- ❑ Organizations should have a sexual harassment policy
- ❑ Organizations should pay men and women who are in the same roles equally
- ❑ Organizations' boards should have a balance of men and women - do a gender audit to see the balance of your board, staff, web site, etc.
- ❑ Ten policies for youth organizations:
<http://ejewishphilanthropy.com/preventing-abuse-in-jewish-organizations-that-serve-youth-ten-policies-to-create-safer-environments/>
- ❑ Ensure your organization's hiring committees have men and women alike on them:
<https://geihp.wordpress.com/>
- ❑ List salary ranges on job descriptions
<https://tcjewfolk.com/why-we-now-require-a-salary-range-for-job-postings-and-why-all-jewish-organizations-should-too/>

Communal/Societal/Adaptive

- ❑ Question "social norms," e.g. that men need to make more money "to care for a family" or that a married person or someone with children should be paid more than an unmarried person or one without children
- ❑ Workplace culture (vs sexual harassment policies)
- ❑ Ask the North American Jewish Community why it is unwilling to fund more of its own vibrancy. Ask why do we depend on mega-donors? How might we restructure our organizations or our own financial behavior to make our communal life less dependent on power of the wealthy.