

LEARNING

recognizing & mitigating biases to align our practices with our Jewish values of equality and fairness.

ADVOCACY

general and targeted specific advocacy related to gender equity in hiring & employment processes

SUPPORT

weaving networks of ongoing support & consultation for advocates and allies



GENDER EQUITY ADVOCATES

Join us to become advocates for gender-equitable hiring and employment processes as we work to change our Jewish professional world from the inside.

5 SESSION WORKSHOP COURSE OUTLINE

Beginning with our Biases

We begin with ourselves, and where our stories intersect with our work as gender equity advocates. We step into our own biases, contemplating implicit bias, examining how it functions in our lives, how it influences communication and decision-making, and where it emerges in intersection with hiring and employment.

The Hiring & Employment Life-Cycle

We consider the multi-phased work of the hiring committee, and the various steps of the hiring process, as we imagine how to constitute these committees to effectively combat bias and strive for equity. As we reimagine this process, we consider our first strategies toward building equity into our work through the makeup of committees, our questions and our planning and design.

Evaluating Language, Evaluating Ourselves

We engage in close textual reading as a tool to consider how language influences behavior, interact with biases, reinforce social and cultural norms and shift our behavior, using job descriptions as our primary text to lift up opportunities to create gender equitable internal and external organizational processes.

Designing for Action

We uncover helpful, practical strategies for identifying challenges in hiring and employment processes, design templates for action, and effective ways to advocate for change, located in thoughtful, organizational strategy and a desire to create supportive, equitable workplace cultures.

Voices of Advocacy

We map out relationships and consider the roles we play in our organizations, through professional and lay relationships, power and connection, and images of leadership, all in an effort to consider how we as advocates have our own power to make change.

**to register, visit www.genderequityinhiringproject.org
for more information Info@genderequityinhiringproject.org**