

MEDIA KIT



GENDER EQUITY
IN HIRING
PROJECT

THIS PROJECT

In November 2019, GEiHP attempted an experiment in collaborative transparency by inaugurating an open salary sharing spreadsheet for Jewish communal professionals. Approximately 1% of all Jewish professionals in the United States participated in this effort to create a resource for benchmarking salaries and engaging in market research, as part of a communal reach toward pay equity. Since 2019, so much about our Jewish communal ecosystem has changed, but salaries have not yet changed substantially. Salary transparency norms—and laws—are rapidly changing, and our belief in transparency is firm.

The Open Salary Spreadsheet (OSS) invites data shared by full time employees across the North American Jewish communal workforce. Sharing salary and benefits data lifts up the power of transparency and builds a culture of trust and participatory community, as it works to create pay equity and narrow wage gaps. In doing this work, we hand the tools of transparency to Jewish communal professionals. We invite you to contribute by sharing your data.

OUR MISSION

The Gender Equity in Hiring Project challenges gender bias in hiring and employment processes in Jewish organizational life to help women and people of all genders rise to positions of leadership.

We create more gender-equitable workplaces, equipping Jewish organizations with knowledge and support as they develop the mindset, skills, and strategies necessary to advocate, ally and experiment with change.

OUR VISION

The Gender Equity in Hiring Project envisions a Jewish community whose workplaces are gender-equitable and bias-free. We pursue a future in which women and people of all genders who serve as Jewish communal professionals are afforded equal opportunity to rise and lead.

730

2019 ORIGINAL UNIQUE
USER PROFILES

10-115

NUMBER OF USERS
MONTHLY, 2021-2023

83

BETA-TESTERS, FOCUS GROUP
PARTICIPANTS & USER INTERVIEWS, 2023

OUR GOALS

- 1 TO UNDERSTAND THE REAL VALUE OF WORK
- 2 TO AMPLIFY A SPIRIT OF TRANSPARENCY THAT CULTIVATES EQUITY, TRUST & COLLABORATION
- 3 TO USE KNOWLEDGE & DATA TO SUPPORT EQUITABLE COMPENSATION PROCESSES

Many employees across the Jewish communal sector feel they need more information about how compensation works at their organizations, including how salaries, raises and advancement are constructed, and plans to improve and structure compensation processes in the future. While we know that everyone wants to earn more, what we see is that employees want to know that the ways in which they are being compensated are equitable and fair. **Our goals are simple: to understand how work is valued, amplify transparency, and to lift up data as a resource in a variety of these processes.**

ABOUT US

Our work is rooted in the belief that reformulating hiring and employment processes are key leverage points for Jewish organizations as they challenge gender biases. In order for the change we seek to become embedded in our communal organizations and our individual actions, we must dig deeply into cultures of bias--and build capacity to recognize and correct these biases as we build support systems to align our employment practices with our Jewish values of equality and fairness.

To solve our challenges around gender bias and support our evolution into more equitable workplaces, we aspire to build ecosystems and networks of support that enable our communal professionals to think collaboratively, creatively, and differently. This is why we do this work together. Our decades of experience working with Jewish organizations and communities enable us to weave networks of partners, challenge the status quo, strive for belonging and include multiple perspectives, and demonstrate how to do so in community while living in alignment with our Jewish values.




CONTACT

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ACCESS THE SPREADSHEET



We invite those working full time in Jewish communal organizations in North America to share their salary and benefits data. Access the survey to enter your data here:

-  [Frequently Asked Questions](#)
-  bit.ly/GEiHPOpenSalarySpreadsheet
-  genderequityinhiringproject.org/open-salary-spreadsheet