



Reform Movement Pay Equity Initiative Update

Planting seeds is never a sure thing. Once you do the easy part, the planting, you need to wait to see if all of the right ingredients work together to produce seedlings. Much of our rabbinic work is like this. Planting the seeds of Judaism, justice, comfort, etc. and waiting to see what grows from the foundation set out.

Over a year ago, I decided to formally dig into the issue of the wage gap within the Reform Movement. After years of working on this issue among others, I felt I needed to focus a significant percentage of my professional and personal time to this injustice. My interest in pay inequity was not alone, of course. It was an increasing focus in the American workplace; other Reform Movement leaders were also shedding light on the issue. When I invited leaders of the Reform Movement to gather a year ago, it became clear that within our movement there were growing efforts to address the problem. Women of Reform Judaism Executive Director, (and WRN member) Marla Feldman and I have since formally joined forces by collaborating to win a significant grant, from the Jewish Women's Foundation of NY, to integrate and fuel our Movement's efforts to combat this injustice.

During Chol HaMoed Sukkot 5778, the Reform Movement stakeholders gathered again to update each on our work and coordinate efforts to narrow the wage gap. Our day of synergy, learning, and planning made it clear that the seedlings are sprouting beautifully. Every partner organization within the Reform Movement shared the work they are doing to review their employment practices AND to advocate for fair pay for the employees of the Reform Movement. In order to address the pay gap, the organizations are supporting efforts on two united fronts. First, this initiative calls for better data on the women professionals employed by the Reform Movement. Using the resources enabled by our grant, we have hired an economist to help guide the collection of compensation data and to integrate the data from the different occupations (rabbis, cantors, educators, early childhood educators, executive directors, etc.) into one executive summary, so that we can understand how we are doing as a movement. The best data has been collected by the CCAR on the salaries of rabbis. However, our colleagues in other occupations struggle with data collection because of number of unavoidable factors. Second, the initiative will soon produce toolboxes to train employees and employers. On the employee side, the toolbox will educate employees about the wage gap and provide skills to combat it. On the employer side, the toolbox will explore ethical employment and provide training to reduce implicit bias and employment practices which perpetuate the wage gap. We will be seeking individuals and congregations to pilot the toolboxes this winter.

Make sure to catch our two sessions at the Biennial. On Wednesday, Dec. 6, 2pm-3:15pm, at "Pay Equity within the Reform Movement," we will be previewing the toolboxes. On Friday, Dec. 8, 11:00am-12:15pm, we will be teaching "Negotiation Skills for Women." It is open all Biennial participants, men and women, professionals and laity. Please attend and invite others to these sessions. It is the best way to engage others in this issue which affects all of us.

The Reform Movement is built on the values of justice and equality. We need to do better. The seedlings are beginning to sprout. Please help us bring this initiative to fruition.

Mary
Rabbi Mary L. Zamore
maryzamore@womensrabbinicnetwork.org

National Learning Opportunities

Please plan to join your WRN colleagues for these upcoming call-in sessions.

Monday, October 30, 2017 at 2:00 pm ET/11:00 am PT

“What Do We Tell Our Daughters?”: Women’s Contributions to “American Values, Religious Voices”

with Rabbi Andrea L. Weiss, Ph.D.

Both in number of letter writers and in the substance of their letters, women made a large contribution to the “American Values, Religious Voices: 100 Days. 100 Letters” campaign. For the first 100 days of the Trump administration, a diverse group of scholars of religion sent letters to the President, Vice President, and Members of the 115th Congress that articulated core American values connected to our different faith traditions. Authors included prominent feminists like Judith Plaskow, Tamara Eskenazi, Phyllis Trible, and Bernadette Brooten. One woman writer challenged the President to consider how his words and actions impact young girls. Another addressed how demeaning rhetoric about women and blatant misogyny jeopardize advances by women in religious leadership. One letter urged our lawmakers to leave matters of birth control and abortion to women. Another highlighted stories of persistent women in the Hebrew Bible and New Testament. This is just a taste of the letters we will explore as we reflect on the role women played in this effort to speak religious truth to political power.. To learn more about the campaign, go to the website (www.valuesandvoices.com) or [Facebook](#) and [Twitter](#) (@ValuesandVoices).

[Click Here And Register Now To Participate!](#)

Rabbi Andrea L. Weiss, Ph.D. is Associate Professor of Bible at Hebrew Union College-Jewish Institute of Religion in New York and Campaign Coordinator for “American Values Religious Voices: 100 Days. 100 Letters.” She was Associate Editor of *The Torah: A Women's Commentary* (URJ Press, 2008) and author of *Figurative Language in Biblical Prose Narrative: Metaphor in the Book of Samuel* (Brill, 2006) and articles on metaphor and biblical poetry.

Future Learning Sessions - Save these Dates!

Monday, November 13, 2017 at 12:00 pm ET/9:00 am PT

***Sensitivity Training on Gender Identity* with Rabbi Nikki DeBlossi, PhD**

Tuesday, January 23, 2018 at 12:00 pm ET/9:00 am PT

***Aggression: Yours, Mine, and Ours* with Rabbi Ellen Lewis**

When someone speaks aggressively to you, it can move you out of your comfort zone and leave you feeling temporarily speechless and powerless. How to move yourself back into a comfortable place requires a step-by-step strategy, including recognizing your own discomfort, becoming aware of your own aggressive feelings, and figuring out how to use your feelings to craft an appropriate response. In our discussion, we will consider these questions (and more): How do you know when to take something personally? How do you know which feelings belong to whom? What is the goal of your response?

WRN Dinner at the URJ Boston Biennial

Join us for a fun and casual dinner near the convention center, as we enjoy delicious vegetarian, vegan, and fish menu options. Appetizers and non-alcoholic beverages included. Other drinks available at cash bar. Registration fee includes a donation to Mazon: A Jewish Response to Hunger.

**Thursday, December 7, 2017
6:30-8:00 PM
5 Napkin Burger
105 Huntington Ave
Boston, MA 02199**

Please meet us at the restaurant.

[Register Now!](#)

This event is limited to current WRN members. If you need to renew, please visit the membership section of our website. No one is ever turned away from membership or events for financial reasons. Scholarships available. If you need assistance, please contact Mary Zamore, maryzamore@womensrabbinicnetwork.org.



URJ BIENNIAL 2017
DECEMBER 6-10 • BOSTON, MA
UNION for REFORM JUDAISM

Marcia Falk Event - WRN Meet-Up!

Want to grab a snack before or dinner after the Marcia Falk event at HUC NY on Thursday, October 19?

Join Mary for a WRN meet-up. Just email: maryzamore@womensrabbinicnetwork.org.

20th Anniversary Edition of THE BOOK OF BLESSINGS

**Thursday, October 19, 2017
6:00 PM
HUC-JIR
One West Fourth Street
New York, NY 10012**

[Click Here for RSVP.](#)



AN EVENING WITH MARCIA FALK

Free and open to the public!



Membership

If you haven't done so already, please remember to add 'join/renew WRN membership' to your To-Do list for 5778.

Simply log into the website (womensrabbinicnetwork.org) using your email and the password you created. Any information you have previously provided has been automatically saved from last year, allowing an easy and quick renewal! Once you are in your account (profile), you should ensure that your information is accurate and current.

Please know that no one is ever denied membership because of financial challenges. Just reach out confidentially to our Executive Director Mary Zamore, maryzamore@womensrabbinicnetwork.org, or our treasurer Lynne Goldsmith, treasurer@womensrabbinicnetwork.org.

Oys and Joys

Continued healing to Rachel Smookler after her stroke last month. We rejoice with you and your family as you make continue strides in rehab.

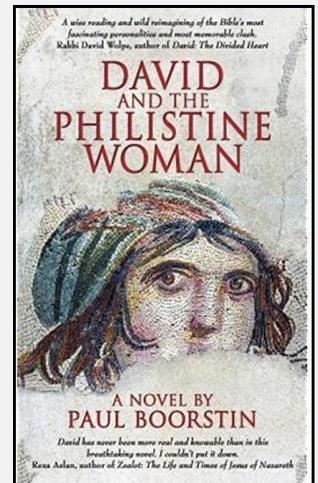
Reaching out to all our colleagues and their communities who have been affected by natural and human-made disasters. We especially think of the Camp Newman family.

Mazal tov to Lisa Bellows on the B'nei Mitzvah of her children, Lucy and Nathan.

Free Book!

Paul Boorstin is offering a FREE copy of his new book *David and the Philistine Woman* to up to 200 WRN members. If you oversee any programs that involve literature or if you are part of a book group or if you like to read, email your name and address to sharon.boorstin@gmail.com. **This offer is ONLY for WRN rabbis. Please do not forward it to others.**

Check out this article <http://www.jta.org/2017/08/01/life-religion/how-the-red-tent-invented-a-new-kind-of-fiction> about Anita Diamant and *The Red Tent*. It mentions how WRN was instrumental in helping launch her book. Paul Boorstin's *David and the Philistine Woman* is listed among the five books also to read in the same genre. He is hoping we can give his book a push forward.



A great way to reward yourself after leading a long day being a powerful, amazing rabbi.

Further praise for **David and the Philistine Woman**:

- "Both a wise reading and a wild reimagining of the Bible's most fascinating personalities and most memorable single clash. Philistines and Israelites, their gods and loves and struggles, spring to dramatic life in *David and the Philistine Woman*. — **Rabbi David Wolpe, author of David: The Divided Heart**
- "A powerful and inspirational novel that remains faithful to the spirit of the Biblical original, yet reads like a thriller." ***The Huffington Post***
- "Boorstin deserves praise for writing a novel so full of adventure, intrigue and passion that it stands entirely on its own as a great yarn." ***The Jewish Journal***