



**ncjwaVIC**

# **Gender Equality Pledge**

**Inaugural Accountability Report**

**March 2023**

An initiative of NCJWA Vic's #MakeSpaceForHer campaign

# NCJWA Vic Gender Equality Pledge

## Advocacy Committee members

as at March 2023

Lisa Ezekiel

Amy Feiglin

Joanna Friedman

Romy Grace

Nicole Kohn

Lexi Kowal

Helen Lewin

Anna Serry

Ann Wollner

Keren Zelwer

[NAME OF ORGANISATION] acknowledges the following  
Gender Equality Principles:

- a All members of our Jewish and broader community have the right to live in a safe and equitable society, with equal access to opportunities representation and resources, and to be treated with dignity, respect and fairness.
- b Women and girls are a significantly underutilised resource and only with the achievement of gender equality can a country, community or organisation achieve its full potential.
- c Women must be given the same rights and opportunities enjoyed by men across all sectors of society, including communal leadership, decision making and participation.
- d The aspirations, needs and voices of women and girls need to be equally respected and valued.

In pursuit of the Gender Equality Principles outlined above,  
[NAME OF ORGANISATION] pledge to:

- 1 Embrace gender equality as an important value within our organisation;
- 2 Actively pursue a culture of respect for women;
- 3 Annually review the number of women participating at board and management levels, with a commitment towards more equitable female participation;
- 4 Adopt specific policies regarding gender equality, including:
  - board and management composition and recruitment.
  - representation on panels, and at events, conferences and workshops.

The Gender Equality Pledge and the #MakeSpaceForHer campaign are initiatives of the NCJWA Vic Advocacy Committee.

# Introduction

In 2019, NCJWA Vic launched the #MakeSpaceForHer Campaign to promote the equitable representation of women in leadership roles in the Jewish community. A key element of the campaign was inviting Jewish community organisations to sign the Gender Equality Pledge.

As signatories to the Pledge, organisations committed to:

- 1 Embrace gender equality as an important value within their organisations;
- 2 Actively pursue a culture of respect for women;
- 3 Annually review the number of women participating at board and management levels, with a commitment towards more equitable female participation; and
- 4 Adopt specific policies regarding gender equality, including:
  - Board and management composition and recruitment and
  - Representation on panels, and at events, conferences and workshops.

To ensure that the Pledge was effectual, and to encourage organisations to hold themselves accountable to their commitments, NCJWA Vic committed itself to monitoring and reporting on the progress of pledging organisations towards these goals. In October-November 2022, we sent a survey to all 58 organisations that were signatories to the pledge, designed to collect data for this purpose. This inaugural Accountability Report presents key findings from that survey.

We were encouraged to find that almost 50% of organisations responding to the survey have equitable representation of women on their boards, which we have defined as being in the range of 40-60%. However, there is still much work to do, with 37% of respondents reporting that men constitute a significant majority (> 60%) of their boards. Conversely, we see that women are over-represented at management level in small organisations, while larger organisations have close to a 50/50 balance of men and women in management positions. We were also gratified to learn that almost 90% of respondents said that it was “Extremely important” or “Very important” that their organisation signed the Gender Equality Pledge.

We invite you to explore the results of this inaugural survey in detail. Where organisations that you care about are falling short, we encourage you to ask questions and express your wish to see them pursue greater gender equality in their governance and operations. It is our intention to conduct this survey and report the results on an annual basis, using the data from this inaugural exercise as a baseline from which to monitor organisations’ progress.

We would like to take this opportunity to express our appreciation to the NCJWA Vic Advocacy Committee who initiated the #MakeSpaceForHer campaign and have driven its implementation. We also thank Rebecca Forgasz, former Chair of the Committee, and current Committee members Amy Feiglin and Joanna Friedman for their work preparing this report.



**Helen Lewin**  
President



**Lisa Ezekiel**  
CEO

| ORGANISATION NAME   | HOW MANY BOARD MEMBERS DOES YOUR ORGANISATION HAVE? | HOW MANY BOARD MEMBERS ARE WOMEN? | % WOMEN | ARE YOU SATISFIED THAT WOMEN ARE EQUITABLY REPRESENTED ON YOUR BOARD? | IF NO - DO YOU HAVE TANGIBLE PLANS TO WORK TOWARDS MORE EQUITABLE FEMALE PARTICIPATION ON YOUR BOARD OVER THE NEXT 12 MONTHS? | HOW MANY STAFF WORK IN YOUR ORGANISATION AT MANAGEMENT LEVEL? | HOW MANY OF THESE STAFF ARE WOMEN? | % WOMEN | ARE YOU SATISFIED THAT WOMEN ARE EQUITABLY REPRESENTED AT MANAGEMENT LEVEL IN YOUR ORGANISATION? | IF NO - DO YOU HAVE TANGIBLE PLANS TO WORK TOWARDS MORE EQUITABLE FEMALE PARTICIPATION AT MANAGEMENT LEVEL OVER THE NEXT 12 MONTHS? | DO YOU HAVE POLICIES REGARDING GENDER EQUALITY RELATING TO: (A) BOARD AND MANAGEMENT COMPOSITION AND RECRUITMENT | B) REPRESENTATION ON PANELS, EVENTS, CONFERENCES, WORKSHOPS ETC? | C) OTHER GENDER EQUALITY POLICIES |
|---|---|-----------------------------------|---------|---|---|---|------------------------------------|---------|--|---|--|--|-----------------------------------|
| Access Inc  | 8   | 5                                 | 63%     | Yes   |   | 5   | 5                                  | 100%    | Yes  |   | No   | No   | Yes                               |
| AJAX Junior Football Club                                 | 11  | 4                                 | 36%     | Yes   |   | N/A   | N/A                                | N/A     | Not Sure   |   | No   | No   | No                                |
| Ark Centre  | 9   | 2                                 | 22%     | No  | Yes   | 1   | 1                                  | 100%    | Yes  |   | No   | No   | No                                |
| AUJS (National)   | 10  | 5                                 | 50%     | Yes   |   | 1   | 0                                  | 0%      | Yes  |   | No   | Yes  | No                                |
| Australasian Zionist Youth Council (AZYC)                 | 4   | 2                                 | 50%     | Yes   |   | 4   | 2                                  | 50%     | Yes  |   | Yes  | Yes  | Yes                               |
| Australian Jewish Funders                                 | 8   | 3                                 | 38%     | No  | Yes   | 2   | 2                                  | 100%    | Yes  |   | No   | No   | No                                |
| Australian Jewish Historical Society (Victorian Division) | 10  | 4                                 | 40%     | Yes   |   | 0   | N/A                                | N/A     | Yes  |   | No   | No   | No                                |
| Beit Aharon   | 7   | 1                                 | 14%     | No  | No  | 0   | N/A                                | N/A     | Not Sure   |   | No   | No   | Yes                               |
| Bialik College  | 17  | 8                                 | 47%     | Yes   |   | 9   | 3                                  | 33%     | No   | Yes   | No   | No   | No                                |
| B'nai B'rith Victoria                                     | 27  | 13                                | 48%     | Yes   |   | 1   | 1                                  | 100%    | Yes  |   | No   | No   | No                                |
| Bnei Akiva Melbourne                                      | 4   | 1                                 | 25%     | Yes   |   | 13  | 6                                  | 46%     | Yes  |   | Yes  | No   | No                                |
| Brighton Hebrew Congregation                              | 17  | 8                                 | 47%     | Yes   |   | 0   | 0                                  | N/A     |  |   | Yes  | Yes  | No                                |
| Caulfield Hebrew Congregation                             | 10  | 5                                 | 50%     | Yes   |   | 2   | 1                                  | 50%     | Yes  |   | No   | No   | No                                |
| Community Security Group                                  | 15  | 3                                 | 20%     | No  | No  | 6   | 3                                  | 50%     | Yes  |   | No   | No   | No                                |
| Emunah Australia  | 3   | 3                                 | 100%    | Yes   |   | 1   | 1                                  | 100%    | Yes  |   | No   | No   | No                                |
| Jewish Climate Network                                    | 5   | 2                                 | 40%     | No  | Yes   | 1   | 0                                  | 0%      | Yes  |   | Yes  | Yes  | No                                |
| Jewish Community Council of Victoria                      | 11  | 3                                 | 27%     | Yes   |   | 2   | 2                                  | 100%    | Yes  |   | Yes  | No   | Yes                               |
| Jewish Museum of Australia                                | 15  | 8                                 | 53%     | Yes   |   | 4   | 3                                  | 75%     | Yes  |   | No   | No   | No                                |
| Kehilat Nitzan Conservative (Masorti) Community Inc       | 10  | 7                                 | 70%     | Yes   |   | 2   | 1                                  | 50%     | Yes  |   | No   | No   | Yes                               |
| King David Foundation                                     | 3   | 1                                 | 33%     | Yes   |   | 2   | 1                                  | 50%     | Yes  |   | Yes  | Yes  | Yes                               |
| Maccabi Australia   | 12  | 6                                 | 50%     | Yes   |   | 3   | 2                                  | 67%     | Yes  |   | Yes  | No   | No                                |
| Maccabi Victoria  | 7   | 3                                 | 43%     | Yes   |   | 1   | 1                                  | 100%    | Yes  |   | No   | No   | Yes                               |
| Magen David Adom LTD                                      | 16  | 12                                | 75%     | Yes   |   | 2   | 2                                  | 100%    | Yes  |   | No   | No   | No                                |
| March of the Living Australia Inc                         | 6   | 2                                 | 33%     | Not Sure  |   | 1   | 0                                  | 0%      | Yes  |   | No   | No   | No                                |
| Melbourne Hebrew Congregation                             | 8   | 1                                 | 13%     | No  | Yes   | 4   | 2                                  | 50%     | Yes  |   | Yes  | Yes  | No                                |
| Melbourne Jewish Book Week                                | 5   | 3                                 | 60%     | Yes   |   | 2   | 1                                  | 50%     | Yes  |   | Yes  | Yes  | Yes                               |
| Mount Scopus Memorial College                             | 10  | 4                                 | 40%     | Yes   |   | 35  | 23                                 | 66%     | Yes  |   | No   | No   | No                                |

# Survey Responses

37 organisations completed the Accountability Survey between October and November 2022. This represents 64% of the total 58 organisations that had signed the Gender Equality Pledge at the time the survey was issued (see full list of signatories on inside back cover). The following survey responses relate to the core commitments of the Gender Equality Pledge that we believe can be measured in a tangible way – ie the equitable representation of women participating at board and management levels and the adoption of specific policies regarding gender equality.

Organisations completing the survey were advised that their names would be published alongside their responses to these questions. The remaining responses have been de-identified for the purposes of this report.

| IF YOU ANSWERED "YES" TO ANY OF THE ABOVE, PLEASE PROVIDE DETAILS OF YOUR EXISTING POLICIES.  | IF YOU ANSWERED 'NO' TO ANY OF THE ABOVE, ARE YOU PLANNING TO DEVELOP THESE POLICIES IN THE NEXT 12 MONTHS? IF SO, WHICH ONE/S?   |
|---|---|
| We have HR policies around equal opportunity in the workplace, including for gender.  | No  |
| Most of these are N/A   | This is N/A   |
| We have a gender equality pledge  | No  |
| AUJS have introduced gender equality pledges at a student leadership level in the past, both nationally and within NSW. While these policies are not formally enforceable, they do go some way to ensure that women are adequately represented at events and programs.  |   |
| In all the events we organise, we have equal representation between men and women.  | No  |
|   | No. There is no need.   |
| All board positions are open to any paid up member, irrespective of gender, as per the organisation's Rules of Association.   | N/A   |
|   | Not at this stage as gender equality is incorporated as part of other policies, for example Workplace Behaviour Policy, Recruitment policy etc (which include anti-discrimination of various forms including gender).   |
|   | It has not been an issue at B'nai B'rith as there are many female leaders, so have not felt the need to develop policies to this end.   |
| There is a male/female counterpart to most committee roles, to ensure equal representation in the shul and beit midrash.  | Unsure, we don't feel it is necessary to have further policies but we are open to ideas.  |
| Our policy is in line with our commitment to our pledge.  |   |
| We will incorporate the suggestions in our policies.  | Yes   |
|   | Unlikely  |
| The policies implemented are the exact same wording adopted from the NCJW pledge and accompanying documents provided by NCJW.   | No. The existing policies are serving us well ensuring that senior representation of women is a constant priority, and that respect for women is core to our work.  |
| The policies are on the JCCV website.   | Representation on panels, events, conferences, workshops, etc - we do not have a specific policy to that effect, but we are guided by our existing gender equality policies. We actively apply those policies to panel representation. For example, we recently convened a forum of State politicians together with Zionism Victoria. We ensured that there were 2 male and 2 female politicians, and the moderator was female. |
|   | Yes, all of the above.  |
| We are developing these policies in accord with our statement of core values that includes: We are Traditional and Inclusive: We are committed to Jewish law and tradition and our spirituality within the context of an egalitarian, diverse and inclusive environment that embraces all individuals, couples and families, where Jewish people of all genders, ages, sexual orientation and ability may participate in traditional Jewish practice and come close to Torah. | Representation on panels, events, conferences, workshops.   |
| For eg: we are holding a major event with a panel of speakers in October; 1 of the 3 panellists is female.  |   |
|   | Our practices are well entrenched and we don't need policies as it is part of our culture.  |
| Whilst we don't have a specific policy about Board makeup, we do require a 60/40 split for government funding. Also we have policies regarding gender with regards to discrimination, harassment etc.   |   |
|   | Yes   |
|   | General gender equality policy  |
| It is based on the pledge we signed with the NCJWA.   |   |
| Subscribe to Gender Pledge statement of NCJW.   |   |
|   | Board and management composition and recruitment; other gender equality policies.   |

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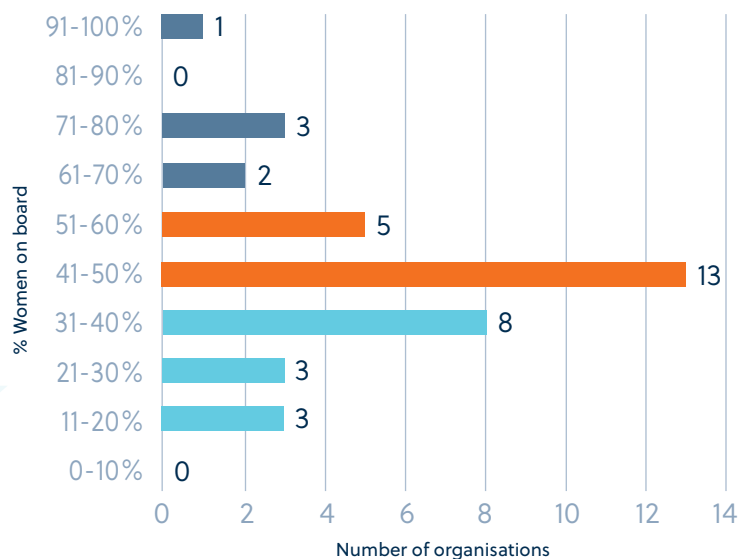
| ORGANISATION NAME                                       | HOW MANY BOARD MEMBERS DOES YOUR ORGANISATION HAVE? | HOW MANY BOARD MEMBERS ARE WOMEN? | % WOMEN | ARE YOU SATISFIED THAT WOMEN ARE EQUITABLY REPRESENTED ON YOUR BOARD? | IF NO - DO YOU HAVE TANGIBLE PLANS TO WORK TOWARDS MORE EQUITABLE FEMALE PARTICIPATION ON YOUR BOARD OVER THE NEXT 12 MONTHS? | HOW MANY STAFF WORK IN YOUR ORGANISATION AT MANAGEMENT LEVEL? | HOW MANY OF THESE STAFF ARE WOMEN? | % WOMEN | ARE YOU SATISFIED THAT WOMEN ARE EQUITABLY REPRESENTED AT MANAGEMENT LEVEL IN YOUR ORGANISATION? | IF NO - DO YOU HAVE TANGIBLE PLANS TO WORK TOWARDS MORE EQUITABLE FEMALE PARTICIPATION AT MANAGEMENT LEVEL OVER THE NEXT 12 MONTHS? | DO YOU HAVE POLICIES REGARDING GENDER EQUALITY RELATING TO: (A) BOARD AND MANAGEMENT COMPOSITION AND RECRUITMENT | B) REPRESENTATION ON PANELS, EVENTS, CONFERENCES, WORKSHOPS ETC? | C) OTHER GENDER EQUALITY POLICIES |
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| Netzer  | 4   | 2                                 | 50%     | Yes   |   | 17  | 11                                 | 65%     | Yes  |   | No   | No   | Yes                               |
| New Israel Fund Australia                               | 9   | 5                                 | 56%     | Yes   |   | 4   | 2                                  | 50%     | Yes  |   | Yes  | Yes  | Yes                               |
| Progressive Judaism Victoria                            | 12  | 6                                 | 50%     | Yes   |   | 0   | N/A                                | N/A     | Yes  |   | Yes  | Yes  | Yes                               |
| Shira Hadasha   | 11  | 8                                 | 73%     | Yes   |   | 0   | 0                                  | N/A     | Yes  |   | No   | Yes  | No                                |
| St Kilda Hebrew Congregation                            | 12  | 5                                 | 42%     | No  | Yes   | 1   | 0                                  | 0%      |  |   | Yes  | No   | No                                |
| Stand Up: Jewish Commitment to a Better World           | 11  | 4                                 | 36%     | Yes   |   | 4   | 2                                  | 50%     | Yes  |   | Yes  | Yes  | Yes                               |
| The Kadimah Jewish Cultural Centre and National Library | 7   | 5                                 | 71%     | Yes   |   | 3   | 3                                  | 100%    | Yes  |   | No   | No   | Yes                               |
| UIA Victoria  | 9   | 5                                 | 56%     | Yes   |   | 4   | 3                                  | 75%     | Yes  |   | No   | No   | No                                |
| Union for Progressive Judaism                           | 18  | 9                                 | 50%     | Yes   |   | 1   | 1                                  | 100%    | Yes  |   | No   | No   | No                                |
| United Jewish Education Board                           | 9   | 5                                 | 56%     | Yes   |   | 13  | 6                                  | 46%     | Yes  |   | Yes  | No   | Yes                               |



*'We have started this initiative with a long history where the culture and representation was more male-focussed around the Board table. So it is just a matter of timing for us.'*

Organisation with <40% women on the board

## Representation of women on boards



● No. with equitable representation (41-60%) **18** 47%  
● No. with significant majority (>60%) men **14** 37%  
● No. with significant majority (>60%) women **6** 16%

IF YOU ANSWERED "YES" TO ANY OF THE ABOVE, PLEASE PROVIDE DETAILS OF YOUR EXISTING POLICIES.

We strive for equality in all aspects.

Organisational governance pack stresses the importance of gender equality, while other organisational policies deal with events. We strive for equality and always ensure our goals are met.

Gender equality is our modus operandi.

Our policy for representation on panels etc underpins everything we do. The policy is informal.

Our constitution allows for female members of board and senior roles.

We have a gender policy as well as a commitment to a "gender lens". Our previous CEO as well as our current Board President (both identify as male) attended "gender lens" training out of their own commitment to understand this space and lead the organisation from this point of view.

Equal Opportunity Employment and Anti-Discrimination Policy

UJEB's gender equity pledge; UJEB's statement on discrimination based on sexual orientation and gender identity

IF YOU ANSWERED 'NO' TO ANY OF THE ABOVE, ARE YOU PLANNING TO DEVELOP THESE POLICIES IN THE NEXT 12 MONTHS? IF SO, WHICH ONE/S?

We are not going to implement quotas or anything. We are a youth movement and positions are filled by who puts their hand up.

No

No

Yes

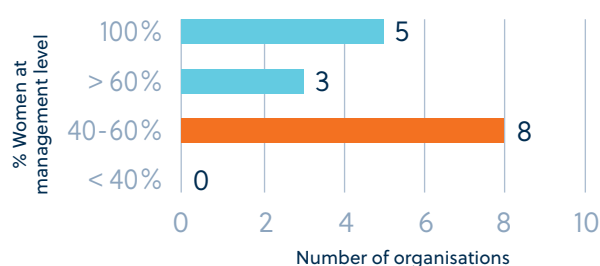
No

Women in the UPJ have held leadership positions from President down for decades. For us that's just normal.

We weren't going to but happy to look at adopting one re representation on panels, events, conferences, etc

## Representation of women at management level

Organisations with <5 management level staff



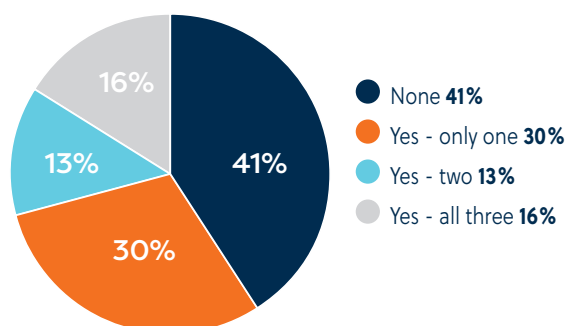
| Organisations with > 5 management level staff |          |             |
|---|----------|-------------|
| No. staff at mg't level                       | No. orgs | Avg % women |
| 9-14  | 3        | 42%         |
| 15+   | 3        | 53%         |

*'Some management positions have been held by men for a long time and there are limited opportunities to add women until there is natural turn over.'*

Organisation with <40% women at management level

## Does your organisation have gender equality policies regarding any of the following:

- a) recruitment and composition of board and management;
- b) representation on panels, events etc; or
- c) any other policies



# Core commitments of the Gender Equality Pledge

## Selected responses

Some of the commitments organisations make when they sign the Gender Equality Pledge do not have specific metrics that can be easily measured. In this survey, we gave respondents the opportunity to provide an open response to demonstrate how their organisation fulfils those commitments.

### 'Gender equality is embraced as an important value in our organisation.'

Please provide tangible examples of how this is demonstrated.

'Unanimous encouragement and proactive steps taken to increasing the gender representation at Board level.'

'All events and panels, gender balance is a fixed item on the agenda and we ensure as best as possible to ensure women are on the panel. We even go so far as to replace the CEO or a prominent Board member from the panel, or as moderator, to replace them with a woman. We regularly discuss women's representation in our communications, social media, imaging etc.'

'One of our principles, as outlined on our website, is that we apply a gender lens to our work. This includes a pledge to apply a gender lens to our organisational and programming decisions to ensure our programs continue to address and combat gender inequality.'

'Staff development sessions about creating gender inclusivity... sessions exploring stereotypes and gender, criteria for leadership roles not gender based. Significant number of women are on the board and in senior leadership roles.'

### 'Our organisation actively pursues a culture of respect for women.'

Please provide tangible examples of how this is demonstrated.

'It looks like respect for any person; we give voice to all staff to share their feelings and concerns without ridicule or interruption, and ensuring that those concerns and feelings are always heard and given equal weight (whether in team meetings, check ins etc). We also offer an extremely flexible workplace, which supports women (and men) with family duties, pick-up times, pregnancy challenges etc.'

'We have a gender policy that frames our work. The policy states as follows 'Gender equality is at the heart of economic and social progress and is widely accepted as essential to sound development practice. It is a critical component of efforts to eradicate poverty, enhance economic growth and democratic governance and achieve sustainable development.'



# Importance of the Gender Equality Pledge

## Selected responses

We asked survey respondents how important it was that their organisation signed the Gender Equality Pledge.

**89% of respondents said it was 'Extremely important' or 'Very important' that their organisation signed the NCJWA Vic Gender Equality Pledge.**

'The pledge serves as a symbol for women throughout our community that our organisation is accessible and safe for them. ...It is vital that we empower our next generation of female leaders, and give them confidence in our platform through the Gender Equality Pledge.'

'We are an organisation that supports the education of the children in the Jewish community and therefore we think that equal representation of men and women, according to their individual abilities, is of the greatest importance.'

'We believe our organisation reflects values of gender equality, and we are constantly working to ensure participants feel included. ... It aligns with our values, and we hope to empower women coming in and out of our organisation.'

'Signing the pledge led to us placing gender equality, and the substance of the pledge, on our permanent Board agenda, which meant that we discuss and check in on our progress every 1-2 months.'

'Important for our organisation to be known to support gender equality as an organisation in the Melbourne Jewish community.'

'It is an outward view of what we practice as a normal course of doing business.'

'It helps us all to be reminded that we need to make an active effort to ensure gender equality occurs and will continue into the future.'

# Signatories

## to the Gender Equality Pledge

- Access Inc
- AJAX Junior Football Club
- Ark Centre
- Australasian Zionist Youth Council (AZYC) Incorporated
- AUJS Vic
- AUJS National
- Australian Forum of Russian Speaking Jewry
- Australian Friends of Tel Aviv University Vic
- Australian Jewish Democratic Society
- Australian Jewish Funders
- Australian Jewish Historical Society
- Beit Aharon
- Bialik College
- Blake Street Hebrew Congregation
- Bnei Akiva Melbourne
- B'nai B'rith Victoria
- Brighton Hebrew Congregation
- Caulfield Shule
- C Care
- CSG Victoria
- Council of Australian, New Zealand and Asian Progressive Rabbis (UPJ)
- Emunah
- Hamerkaz Shelanu Centre
- Habonim Dror Melbourne
- Hashomer Hatzair Australia
- Hineni Youth & Welfare Victoria
- JCCV
- Jewish Care Victoria
- Jewish Climate Network
- Jewish Holocaust Centre
- Jewish Museum of Australia
- Jewish Women of Words
- Kadimah
- Kehilat Nitzan
- King David School
- King David Foundation
- Leibler Yavneh College
- Maccabi Australia
- Maccabi Victoria
- Magen David Adom Australia
- Melbourne Hebrew Congregation
- Melbourne Jewish Book Week
- Mizrahi Organisation
- MOTL
- Mount Scopus Memorial College
- New Israel Fund
- Netzer Melbourne
- OzShalom (The Shtick)
- Progressive Judaism Victoria
- Shira Hadasha Melbourne
- Stand Up
- St Kilda Hebrew Congregation
- Twelve/Thirteen
- UIA Victoria
- United Jewish Education Board
- VoiSCA
- Zionism Victoria
- Zionist Federation of Australia





**ncjwa**VIC

For further information on the **Gender Equality Pledge**, the **#MakeSpaceForHer** campaign or any of our programs please visit our website, connect with us on social media or be in touch.

PO Box 2220  
Caulfield Junction, VIC 3161  
**T** 0468 769 531  
**E** [office@ncjwavic.org.au](mailto:office@ncjwavic.org.au)  
**ncjwavic.org.au**

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