



ncjwaVIC

## NCJWA VIC GENDER EQUALITY CAMPAIGN

Briefing paper.

#MakeSpaceForHer



Jewish women in Victoria should be equally represented in leadership positions and community events within our community.

### BACKGROUND

NCJWA Vic aims to create a better world for women and girls. We seek to do this through a range of programs aimed at empowering women across the life cycle, events and via our advocacy work. We are a vital voice for women and girls in the Jewish and broader community.

**NCJWA Vic recognises that women are among the world's most underutilised resources and that only with the achievement of gender equality can a country, community or economy achieve its fullest potential.**

To achieve gender equality, women and men must be afforded the same rights and opportunities across all sectors of society. Our Jewish community is no different. Women in our community should be afforded the same access to and opportunities enjoyed by men in communal leadership, decision making and community panels and events. The behaviours, needs, and aspirations of women needs to be respected and valued in the same way as those of men.

### #MAKESPACEFORHER

In 2019 the NCJWA Vic Advocacy Committee was proud to have launched *#MakeSpaceForHer*, a campaign aimed at ensuring women in the Victorian Jewish community are **equally represented in leadership positions and participate equally in community events.**

### WHY

A preliminary review of the board composition of 70 communal organisations highlighted that **only 14% of organisational leadership comprised of a balanced gender composition.** 40% were majority male boards and 15% were exclusively male.

And yet the census data and the results of the Gen17 survey show that more than half of our community is female. As an organisation committed to advancing the status of women, we want the leadership of our community to reflect this. Additionally, we want our community publications and events to equally reflect the men and women they seek to engage.



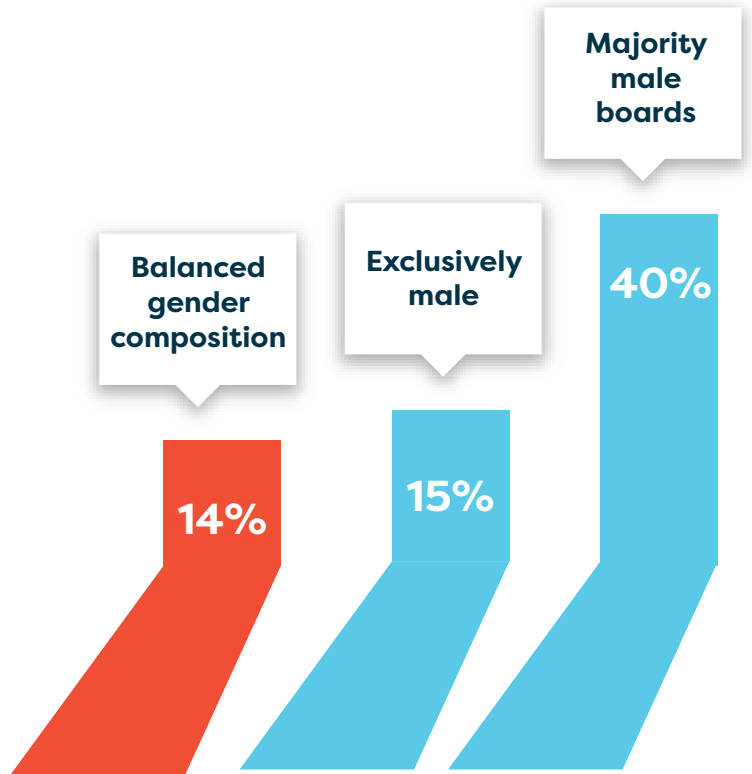
# #genderequality

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## HOW

We aim to achieve balanced representation of Jewish women in leadership by:

1. Creating and managing a **database** for Jewish women qualified to serve on boards and to participate in conferences, panels and public events;
2. Requesting all Jewish communal organisations sign our **Gender Equality Pledge**;
3. Maintaining and publishing a **list** of all community organisations who have committed to the Gender Equality Pledge;
4. Providing **resources** to organisations implementing the Gender Equality Pledge; and
5. **Monitoring and reporting** on the organisations that have implemented the Gender Equality Pledge



## #MAKESPACEFORHER: 2020

We are pleased that to date **33 Jewish communal organisations** have signed the Gender Equality Pledge. Together with our organisational partners, we are already making distinct and important strides towards achieving gender equality in the Victorian Jewish Community.

## GET INVOLVED

**Encourage your organisation to sign and implement the Gender Equality Pledge today.**

If you have any questions or would like more information about advancing gender equality practices in your organisation, please contact Debi Fleischer, Chair of the NCJWA Vic Advocacy Committee [debi.fleischer@ncjwavic.org.au](mailto:debi.fleischer@ncjwavic.org.au).