



## CALL for PAPERS on PAY EQUITY and the GENDER WAGE GAP

- OPEN CALL – Those wishing to propose articles (2500-7500 words) or personal vignettes (500-1500) should submit either a full paper or an abstract (100-200 words) to CCAR JOURNAL editor Rabbi Paul Golomb ([journaleditor@ccarnet.org](mailto:journaleditor@ccarnet.org)) by November 10 for 'blind review.'

- For questions, please contact Guest Editors Rabbi Mary Zamore ([MaryZamore@womensrabbinicnetwork.org](mailto:MaryZamore@womensrabbinicnetwork.org)) or Rabbi Marla Feldman ([mfeldman@wrj.org](mailto:mfeldman@wrj.org))

-The Editors will notify authors if their submissions have been accepted by mid-November, with first drafts due by Feb 28.

As leaders of the Reform Movement, committed to social justice and equal opportunity, we are troubled by the lingering reality of the gender wage gap. To that end, we will devote an issue of the CCAR Journal to considering various aspects of this issue as we seek effective solutions to assure pay equity for all who work within Reform institutions. Please consider contributing to this collection of articles. We welcome your article suggestions. To stimulate your thinking, here are a few possible topics:

\*The Face of the Wage Gap: A Compilation of True Narratives – Do you have a story to tell? We are seeking personal vignettes (500-1500 words) that will shed light on this topic, both positive and negative. In addition to experiences from our full-time congregational colleagues, we would like to hear also from those in non-traditional settings and part-time positions.

\*Jewish Values At Stake – How do we frame this modern, secular issue in the language of Jewish text and tradition? What are the traditional values and textual sources that provide insight and can stimulate engagement on this issue? How can Jewish tradition inspire action to address this concern?

\*Rabbis are Employers, Too – Many of us are both employers and employees. As employers, how can clergy and other Reform professionals help shape the conversation about the gender pay gap within their congregations and institutions? How might we guide a process for hiring staff that will assure equity? What role do we have in influencing the decisions for hiring other staff members, including educators, youth workers, administrative and maintenance staff? What can we do to assure pay equity not only for ourselves, but also for our colleagues and for other employees of Reform institutions?

\*Is There Enough to Go Around? – While we want to do the right thing, many Reform institutions are struggling with declining revenues and are facing calls to pay attention to the ‘bottom line’. How do we assure fairness and equity for employees with limited budgets? How do we achieve fairness for those who are underpaid without shrinking salaries for others? Is this a zero-sum game?

\*Being a Light Unto the Nations – We are committed not only to living our values within our own institutions, but also to bringing those values into the world around us. How do we bring our commitment to pay equity into our Jewish communal institutions and into our local communities? How do we influence the for-profit sector and others who can help bridge the gap in society at large?