Revitalizing Our Commitments | June 16-17, 2021



Wednesday, June 16, 2021

Elana Wien, Executive Director, SRE Network Gali Cooks, President & CEO, Leading Edge





Timing

30 minutes - Presentation 15 minutes - Q&A



This year plus has shown us that issues of gender safety, respect and equity in the workplace and in communal spaces are more important now than ever





Let's talk about the "She-Cession"







The "She-Cession"

The She-Cession: Women Disappearing From the Workforce

Economists Fear Long Term Effects of 'She-Cession'

COVID-19 She-Cession: The Employment Penalty of Taking Care of Young Children

The "She-Cession" Persists, Especially for Women of Color

Women Are Quitting: How We Can Curb The She-Cession' And Support Working Women





In 2019, women outnumbered men in the U.S. workforce. In December 2020, they accounted for 100% of jobs lost.

Key Sectors Impacted by COVID have predominantly female-identified workforce: Nearly 80% of healthcare workers and 83% of social assistance workers (e.g., childcare and emergency services) are women.

American Women Lost more Than 5 Million Jobs in 2020.

Drop in Workforce Participation

1988

The last time women's labor force participation rate was this low.





"She-Cession"- Impact of Pandemic on Gender in the Workforce Causes:

- 1. Majority of frontline workers are women (retail, health, K-12 education, paid care)
 - 2. Job cuts concentrated in female-dominated sectors (leisure and hospitality, restaurants, retail)





"She-Cession"- Impact of Pandemic on Gender in the Workforce

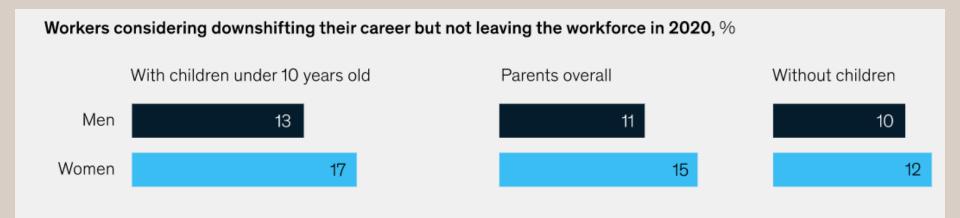
Causes:

- 1. Majority of frontline workers are women (retail, health, K-12 education, paid care)
- 2. Job cuts concentrated in female-dominated sectors (leisure and hospitality, restaurants, retail)
 - 3. Higher percentage of women downshifting

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Who is considering downshifting their career?



McKinsey study on Corporate Workplaces:

"The pandemic's gender effect"





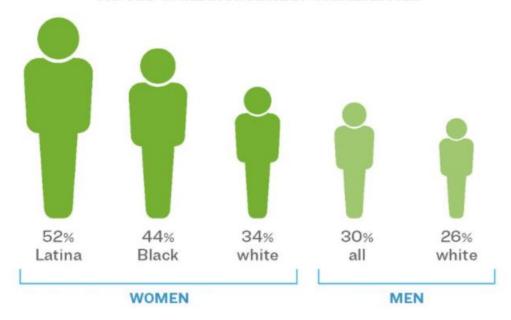
"She-Cession"- Impact of Pandemic on Gender in the Workforce

Causes:

- 1. Majority of frontline workers are women (retail, health, K-12 education, paid care)
- 2. Job cuts concentrated in female-dominated sectors (leisure and hospitality, restaurants, retail)
 - 3. Higher percentage of women downshifting and
- 4. Higher percentage of women removing themselves from workforce altogether to meet needs of dependents (childcare, homeschooling, eldercare)



LOSING PAID WORK DUE TO UNPAID CAREGIVING RESPONSIBILITIES



#JUSTRECOVERY

bit.ly/justrecoverysurvey





"She-Cession"- Impact of Pandemic on Gender in the Workforce For those who are unemployed, underemployed or not looking:

- 1. Lost wages and future earning potential = increased economic insecurity/poverty
 - 2. Challenges of reentering the workforce (6+ months unemployed)

Source: Matthew O'Brien, "The Terrifying Reality of Long-Term Unemployment," *The Atlantic*, April 13, 2013





"She-Cession"- Impact of Pandemic on Gender in the Workforce

For Those Continuing in Workforce:

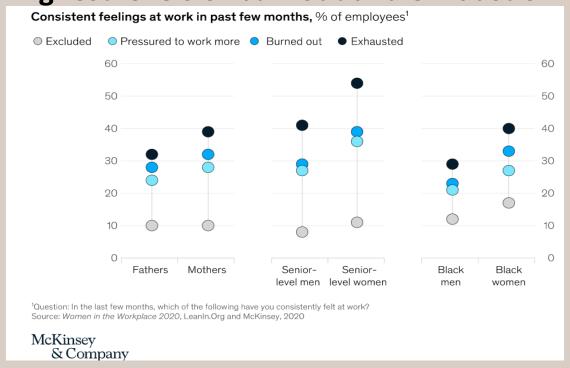
High Burnout

Exhaustion

Fatigue

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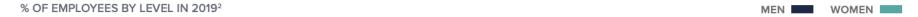


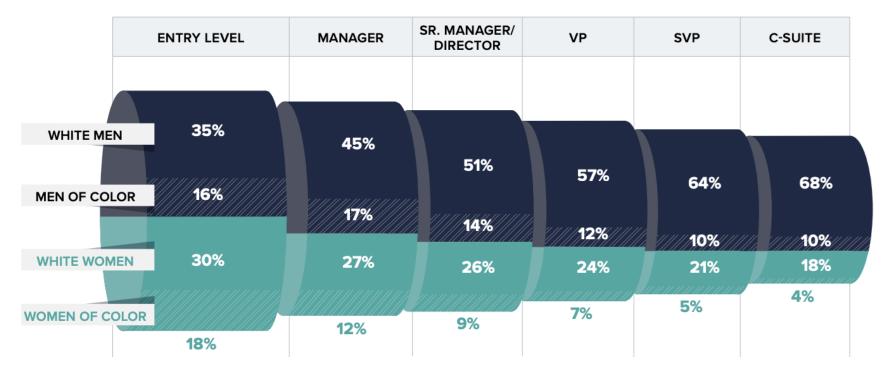


"She-Cession"- Impact of Pandemic on Gender in the Workforce

For the Sector:
Major setbacks in gender parity
and racial equity
Pipeline issues
Unresolved policy issues
(e.g., childcare, paid leave)

REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE





Source: 2019 Women in the Workforce Report, McKinsey & Lean In, https://womenintheworkplace.com/



What does this look like in Jewish Workplaces?

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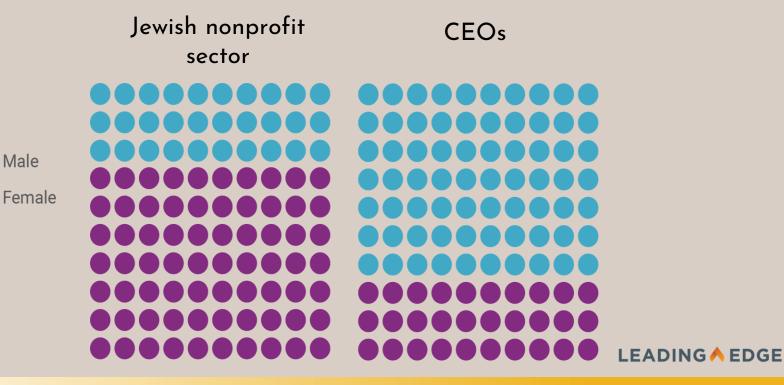
Leading Edge was founded in 2014 to create a forum for the Jewish community to address the leadership pipeline issues facing the American Jewish nonprofit sector.



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SECTOR HAS A GENDER GAP AT THE TOP



To achieve that, we must tap into all of our talent and potential.

The Jewish community needs vibrant, diverse leadership to thrive.

Why is there a persistent gender gap in top leadership

at Jewish nonprofit organizations?

SOME KEY DATA (CURRENT)

We have made some progress to date:

- Federations: Nearly 50% of Jewish federation CEOs are women
- High Profile Searches: JDC, JTS
- Jewish Human Services Agencies: 70% of CEOs are women

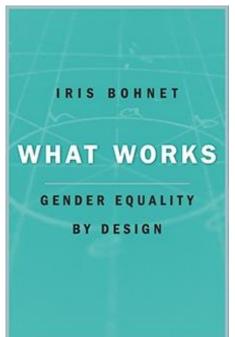
And we can do better. As of 2020:

- Federations: Out of 17 federations of large cities, 16 CEOs (94%) are men.
- JCCs: Almost two thirds of JCC CEOs are men.





SHIFRA BRONZNICK DIDI GOLDENHAR MARTY LINSKY





SOCIAL ISSUES

SECTORS

SOLUTIONS

MAGAZINE

MORE

Education

Ending Teacher Shortages with Network Mapping

A project to end teacher shortages in the United States is demonstrating how thinking about social systems as networks can help us prioritize the most effective strategies.

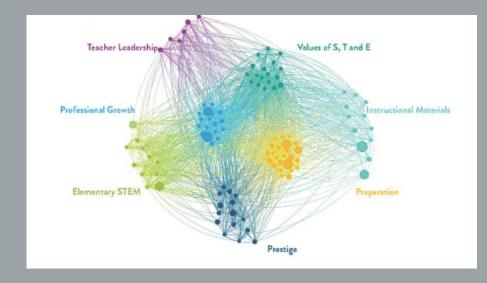
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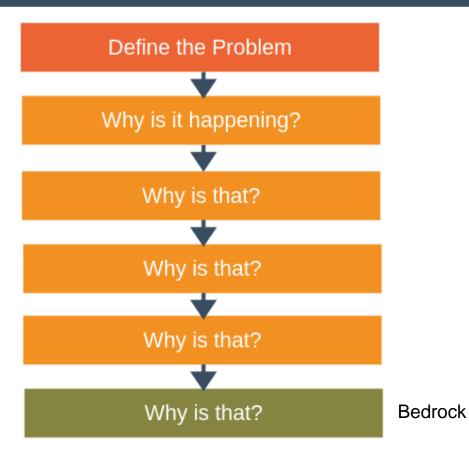
ORDER REPRINTS

By Talia Milgrom-Elcott & Eric L. Berlow | Apr. 25, 2018



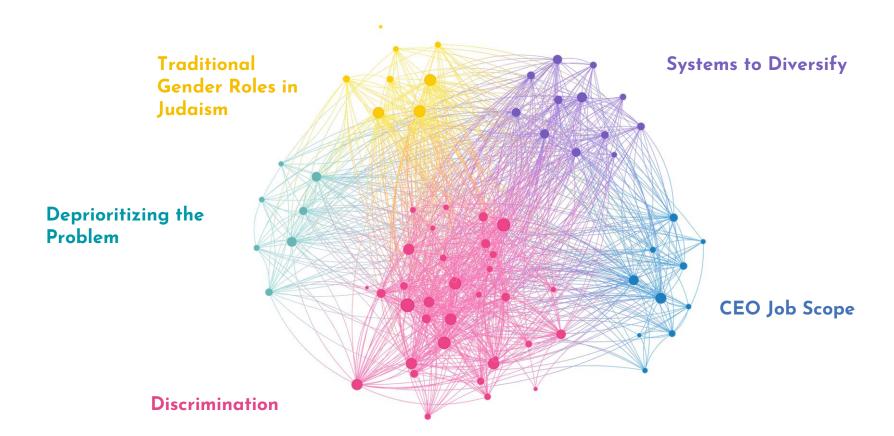


The 5 Whys



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	The gender gap in top leadership is seen as a women's issue.	

An ecosystem map of the gender gap in top Jewish leadership



Keystone Species

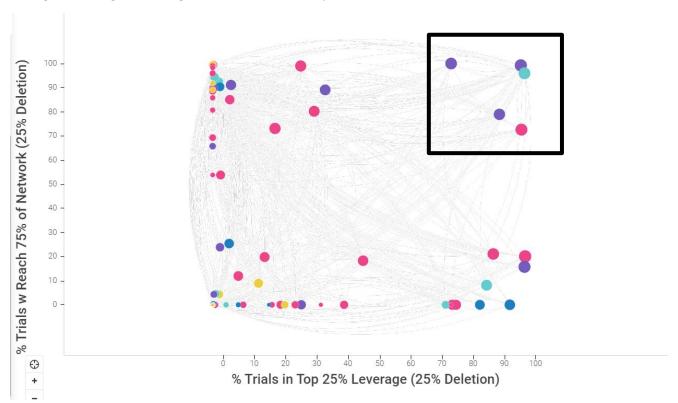
better, worse, or leave it the same?

If problem "A" improved,

would it make some other problem "B"

THERE ARE FIVE KEYSTONE CAUSES

Keystones have high leverage and high reach in the ecosystem



THERE ARE FIVE KEYSTONE FINDINGS

Keystones have high leverage and high reach in the ecosystem

- Boards, funders and others in power don't always hold Jewish organizations
 accountable for addressing the diversity of their top leadership.
- Many Jewish organizations have no talent strategy for diversity, equity and inclusion (DEI).
- Some members of search committees and boards hold biases about what makes a qualified leader.
- There is a perception that you cannot be both a top leader and primary caregiver.
- Not enough men speak out about or prioritize addressing the gender gap in top leadership.

#1 Boards, funders, and others in power don't always hold Jewish organizations accountable for addressing the diversity of their top leadership.

Opportunity: Boards, funders, and other

powerful stakeholders can hold Jewish organizations accountable and incentivize them to elevate diverse leadership teams.

#2 Many Jewish organizations have no talent strategy for diversity, equity, and inclusion (DEI).

Opportunity: Jewish nonprofit organizations can implement talent strategies to advance diversity, equity, and inclusion (DEI).

#3 Some members of search committees and boards hold biases about what makes a qualified leader.

Opportunity: Search committees, and the boards that appoint them, can implement processes to ensure that the work of the search committee is professional, equitable, and fair and that the most qualified candidate is chosen for the role.

There is a perception that you cannot be both a top leader and a primary caregiver.

Opportunity: Community members can work actively to shift our cultural assumptions about the capacity to be a leader and a primary caregiver at the same time.

Not enough men speak out about or prioritize addressing the gender gap in top leadership.

Opportunity: Institutions can give men the knowledge, support, and incentives to speak out and address the gender gap in leadership (and DEI more broadly).



BRIGHT SPOT

THE CHARLES AND LYNN SCHUSTERMAN FAMILY PHILANTHROPIES AND LGBTQ INCLUSION

JCF JEWISH COMMUNITY FE DE RATION & ENDOWMENT FUND

BRIGHT SPOT

JEWISH COMMUNITY FEDERATION AND ENDOWMENT FUND'S "JOB ARCHITECTURE"



	DO NOT KNOW ABOUT SEXUAL HARASSMENT POLICY		
		DO NOT KNOW WHAT TO DO IF IT IS VIOLATED	KNOW WHAT TO DO IF IT IS VIOLATED
2017	33%	25%	42%
2018	24%	24%	52%
2019	15% 6%		79%

LEADING EDGE'S NEXT STEPS

- Share these findings with the field
- Research further women's leadership in the Orthodox community
- Apply behavioral science methodology to CEO search committees, in partnership with idea
- Gather research-backed interventions in each Keystone









Thank You!

Join Us at the 2021 SRE Network Convening: https://srenetwork.org/sre-convening-2021/

Stay in Touch: elana@srenetwork.org gali@leadingedge.org