

# Position Statement

## Gender Equity and Equality

Jewish Care has one clear vision: **Together, building and supporting a healthy, resilient, and inclusive Jewish community.** Our values are universal and enduring in nature, but are also particular to the Jewish approach to creating a meaningful life, and a strong, cohesive community.

Our foundational values define who we are and underpin everything we do. The values, **Respect** (*derech erez*), **Community** (*kehilla*), **Inclusion** (*hachlala*) and **Social Responsibility** (*achrayoot chevratit*), are about people - they provide a moral compass for the way we respond to challenges and the decisions we make.

These values pervade every aspect Jewish Care, informing relationships between colleagues, staff and clients, and our organisation and the wider community.

The Board of Jewish Care seeks to demonstrate our commitment to these values by clearly stating Jewish Care's position on important issues that are contextual to the Jewish community's rich history, or because it frames the way we will conduct ourselves and our engagement with members of the community.

### Preface

Gender is a social construct which refers to the social and cultural perception of the differences between male and female rather than the biological differences.

Gender Equity refers to the provision of fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognises that gender-based differences should be identified and addressed in a manner that rectifies imbalance, reduces inequitable outcomes and eliminates discrimination between the sexes.

Gender Equality refers to concepts of sameness where men and women are treated the same. It is recognised that gender equality cannot be reached until gender equity is achieved.

Jewish Care recognises that gendered norms (beliefs, attitudes, expectations); practices (everyday behaviours and processes) and structures (laws, institutions) lead to different outcomes for men and women.

דרך ארץ  
derech erez  
respect

קהילה  
kehilla  
community

הכללה  
hachlala  
inclusion

אחריות חברתית  
achrayoot chevratit  
social responsibility

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## **Position Statement**

Jewish Care is committed to gender equity and aspires to gender equality within the workplace, the community and more broadly.

As such, Jewish Care is committed to applying a gendered lens to its employment practices, facilities and service provision within an understanding of the community's cultural and religious beliefs and requirements.

In its endeavour to attain gender equity and equality, Jewish Care is committed to taking concrete steps by:

- Committing to the principle that gender will not be used to prohibit, limit or discriminate any service or information seeker, any service recipient, any job seeker or any worker or volunteer within Jewish Care;
- Applying a gendered lens to all aspects of Jewish Care's operations including program/service planning and design, service delivery, management, partnership agreements, program monitoring and evaluation;
- Promoting policies and practices that encourage gender equity and eliminate gender bias including the use of stereotypes;
- Ensuring equitable representation of gender in how we market the organisation and our services, and promoting the use of gender neutral language;
- Cultivating respectful relationships within the workplace and towards the community, taking into account cultural requirements;
- Ensuring employment practices and policies eliminate gender discrimination in areas such as recruitment, remuneration, leave entitlements and promotion;  
and
- Advocating for the elimination of gender inequity and gender inequality.

This Position Statement was updated August 2018 and will be reviewed in July 2020.