**10 Things You Can Do to Support Women in the Rabbinate**

**From The Task Force on the Experience of Women in the Rabbinate**

**Central Conference of American Rabbis**

1. **Strive to promote equal voices and leadership from all genders**. When we strive to create gender equity for our clergy, we are also promoting gender equity for the rest of our community. Consider how the Congregational Gender Equity Checklist can help your congregation to see where the community is thriving and where there is still work to be done.
2. **Listen to the voices of women**. When we listen to the experience of women in the rabbinate, we acknowledge the tremendous growth our Movement has made in the area of gender equity, and also where we still have room for growth. Consider reaching out to the CCAR to bring “The Clergy Monologues” to your congregation to highlight the ways in which the women’s experience in the rabbinate is different from their male counterparts.
3. **Pay women in the rabbinate equitably to their male counterparts**. On average, women earn 20% less than their male counterparts. This gender pay gap also exists in the Reform Movement. As your congregation considers your compensation practices, explore the [Reform Pay Equity Initiative](https://reformpayequity.org/) to understand ways you can tackle the issue of gender pay equity.
4. **Provide equitable benefits to all clergy**. Consider if, and how, the benefits that you offer your clergy are different for men and for women. If there are clear differences in family leave, health insurance or any other benefits that your community offers, ask yourselves if there are ways to reassess so that gender is not an influential factor.
5. **Address implicit bias in hiring and promotion**. We all have implicit biases. When considering hiring a new rabbi or promoting one of your rabbis from within, think about how implicit bias could potentially play a role in the hiring process. Encourage your search committee to participate in an [implicit bias training](https://www.ccarnet.org/rabbinic-voice/task-force-on-the-experience-of-women-in-the-rabbinate/) prior to engaging in the search for a new rabbi so that everyone is more aware of their own biases as they engage in the search process.
6. **Always use your rabbi’s preferred title and name**. The names by which we call our clergy are a reflection of the sacred partnership we hold between lay people and rabbis. We must always strive to use the same format when speaking to our male and female rabbis. Ask your rabbi what their preferred way is of being addressed. Whether your rabbis prefer Rabbi First Name or Rabbi Last Name, everyone should be addressed publicly using the same format and with their proper given title. Avoid referring to female clergy by their first names if you refer to male clergy as Rabbi [last name].
7. **Use proper terminology for gender and sexual identity and orientation**. In today’s world, proper terminology for gender and sexual identity and orientation is continuing to evolve. We show *kavod* (respect), when we use the proper terminology and continue to educate ourselves so that we can be a welcoming and affirming community. Engage your leadership and your community in a conversation around proper usage of language by using the Let’s Talk Gender! presentation, or explore other resources from [www.keshetonline.org](http://www.keshetonline.org) or [www.transstudent.org/gender](http://www.transstudent.org/gender).
8. **Include the voices of women in sermons, classes, panels, and programs**. Ask yourself when and where the voices of women are included in your congregation or community. If you are hosting a panel of speakers, work to ensure that female speakers are equally included. If a class is being taught, think about how you can use texts written by women to bring equity to the voices that are being shared.
9. **Encourage allyship in your congregations and set norms around how to treat female clergy**. When we hear individuals make comments or micro-aggressions about our female rabbis, we don’t always know what to do or say. Encourage others to speak out against these comments. Remind people that they should not be asking their female clergy about when they will have children, or if they are pregnant and should not be telling them what clothing, make-up, jewelry, or hairstyle choices make them more or less attractive.
10. **Encourage your senior rabbi or president to write an article or blogpost about steps your congregation is taking to support gender equity**. By bringing the conversation to the forefront of congregational communications, we highlight the topic so that more people can be involved in the ongoing work of supporting women in the rabbinate.