

# GENDER PAY EQUITY

RABBI MARY L. ZAMORE

FACILITATOR'S GUIDE

## BIG QUESTION

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What does Jewish tradition teach us about the fair treatment of workers and fair business practices? How can we use those lessons in thinking about the persistent gender pay gap?

## BEFORE THE SESSION:

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Read Rabbi Mary L. Zamore's chapter on Gender Pay Equity in *Moral Resistance and Spiritual Authority* (pp. 171-181).

**Encourage every member to bring a laptop computer or a tablet to the meeting (a smartphone will also work).**

## NAME TAGS:

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For at least the first several sessions, please ask everyone in the group to wear a name tag (or, if seated around a table, to place a name card in front of them). Even if most people know one another, it is important that no one feel uncomfortable for not remembering everyone else's name.

## INTRODUCTION AND ICE-BREAKER:

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Ask each person to introduce themselves, and to share with the group:

- (a) their name; and
  - (b) where they understand their sense of morality to come from? Family members, teachers or mentors? Life experience? Jewish or other religious teachings?
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## OPENING ACTIVITY

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### **Workplace Injustice**

*Materials: paper, pens.*

1. Distribute paper and a pen to each participant.
2. Ask each group member to write answers to these questions on the paper:
  - a. What is one time you encountered an instance of injustice in the workplace?  
What happened?
  - b. How did it affect you?
  - c. Did you decide to take action or speak up in response? Why or why not?
3. Invite members to read their responses aloud—either in pairs or to the full group. Is there a wide range of experiences of injustice in the workplace? Are there any great similarities? Is there similarity in how people responded?