

BETTER WORK, BETTER LIFE CAMPAIGN

AWP's Better Work, Better Life Campaign seeks to improve parental leave and flexibility policies in Jewish organizations of every type and size.

More than 40 organizations have joined the Campaign, from the Joshua Venture Group and Joint Distribution Committee to UJA-Federation-New York and Repair the World. These organizations benefit from AWP resources including cutting edge research, consultations and peer mentoring.

As the Better Work, Better Life Campaign moves steadily toward the goal of 100 organizations, AWP has become the central address for Jewish agencies that want to create smarter, healthier workplaces and influence the nonprofit sector and American society.

OUR PRINCIPLES

- Work-life policy is a diversity issue, affecting women and men of every generation and background, every day and throughout their careers.
- By championing work-life policies and creating healthy workplaces, the Jewish community can live out its stated values of the importance of family, education, community and spirituality.
- Work-life policy is a dynamic tool for the advancement of women professionals, who still carry the majority of personal care-giving and household commitments.
- Our goal of 100 organizations is about systemic change. By creating new standards for work-life policy, the Jewish community will move to the forefront of the nonprofit sector, comparable to our prominence in earlier labor movements.
- The Campaign is an opportunity to define our values around work, shifting the focus from hours and activities to outcomes and impact.
- Work-life policy and practice have become key indicators for job satisfaction and employee retention. Younger generations are bringing new ideas about ambition and leadership into every sector of the contemporary workplace.

JOIN THE BETTER WORK, BETTER LIFE CAMPAIGN

Here are the minimum entry requirements:

- Your organization already offers one month paid parental leave, and/or your organization already offers formal flexibility, and/or
- Your organization qualifies as a Pioneer of Work-Life Practice by taking a creative approach to work life issues and by helping other organizations learn from your experience.

REACH FOR THE TOP

Here are AWP's "Gold Standard" recommendations:

- **Paid Maternity Leave** – Twelve (12) weeks of paid leave, which can be linked to tenure – four weeks for each year of employment, up to twelve paid weeks.
- **Paid Parental Leave** – Generous benefits for all parents; at a minimum, six weeks of paid leave to all fathers/partners and adoptive parents.
- **Parental Leave for Part-Time Staff** – Paid parental leave benefits on a pro-rated basis to eligible part-time staff.
- **Formal Flexibility Policy** – Formal, written flexibility policies, with consistent guidelines for accessing and retaining these privileges.

PARTICIPATE IN THE CAMPAIGN AS A "WORK-IN-PROGRESS"

Organizations that do not qualify for the Campaign "100" are encouraged to access AWP's Better Work, Better Life services and resources, including:

- **Work-Life Round-Tables** for senior executives and HR directors, to learn about design and implementation of new work life policies and practices.
- **AWP Resources** including cutting-edge articles, sample personnel manuals and guidelines for flexibility application and appraisal.
- **Mentoring** by the AWP team and peer consultants in the Jewish community.

CONTACT AWP

Email info@advancingwomen.org or call 1-212-869-9700 x215

Download *Better Work, Better Life: Policies and Practices in Jewish Organization*, a report based on a survey of 227 Jewish agencies, at www.advancingwomen.org

AWP's mission is to advance women into leadership positions in Jewish life; stimulate Jewish organizations to become more equitable, productive and vibrant environments; and promote policies that support work-life integration and flexibility for professionals and volunteers. AWP thanks the sponsors and supporters of the Better Work, Better Life Campaign: The Andrea and Charles Bronfman Philanthropies, Froma Benerofe, Dobkin Family Foundation, Richard and Rhoda Goldman Fund, Sally Gottesman, Jewish Women's Foundation of New York, The Lyn P. Meyerhoff Foundation and The Samuel Bronfman Foundation.