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SUPPORTING INDIVIDUALS WORKING IN OUR NATION'S JAILS

## American Jail Association Resolution Correctional Workforce

**WHEREAS,** The nation has achieved progress towards gender equality, women continue to suffer gender based inequities in every part of the country, and

**WHEREAS,** while working adults try to balance work and family, the female workforce often bears greater responsibilities in caregiving for families and the vast majority are the primary caregivers to their young children, and

**WHEREAS,** achieving gender equality is important for workplaces not only because it is 'fair' and 'the right thing to do,' but because it is also linked to a country's overall economic performance. Some of the benefits of a diverse and equitable workforce include:

- Innovation
- Improved productivity and economic growth
- Increased organizational performance
- Enhanced ability of organization to attract talent and retain employees
- Enhanced organizational reputation

**WHEREAS,**

- The aim of gender equality in the workplace is to achieve equal outcomes for both women and men alike, not necessarily outcomes that are exactly the same for all. To achieve this requires:
- Workplaces to provide equal pay for work of equal or comparable value, and
- Removal of barriers to the full and equal participation of women in the workforce; all people are able to access and enjoy the same rewards and opportunities regardless of gender, and
- Equal access of male and female employees to opportunities and organizational resources, including leadership roles and inclusion in decision-making processes, regardless of gender; and that which is considered equivalent in terms of rights, benefits, and opportunities, and particularly in relation to family and caring responsibilities.

**THEREFORE BE IT RESOLVED** The American Jail Association supports the elimination of all forms of discrimination against women and affirms commitment to pursue non-discrimination and gender equality in all and through all its endeavors.

The American Jail Association advocates in promoting diversity, equity, and inclusion and affirms that gender equality in the workplace means that the different needs of women and men are

considered, valued, and favored equally, according to their respective needs.

The American Jail Association shall ensure inclusive gender-sensitive quality education and training.

The American Jail Association encourages leaders to demonstrate commitment to achieving gender equality in their organizations. This includes surrounding themselves with gender-balanced and diverse teams and the setting of goals that align with gender diversity, equity, and inclusion as a core organizational value.

The American Jail Association also encourages leaders to address unconscious biases and implicit associations that form an unintended and often invisible barrier for women in the workplace and implement new framework regarding female equality and the eradication of harmful practices targeted at women.