

Representing Israel's Diversity in Decision-Making Centers During Crises

We are currently facing an important challenge: safeguarding the relevant professional and official functions of the civil service. To this end, we must ensure that the diverse range of voices that comprise Israel's society are heard when shaping policies in decision-making centers. This is true under normal circumstances and that much more vital during times of crisis. In so doing, we can be certain that the professional discussions that serve as the basis for decisions and policies made in times of crisis and for shaping and conveying messages to the public as a whole take into consideration each of the diverse populations that make up Israeli society and are therefore suited to its unique needs.

More diversity means more professionalism, and during emergencies, more diversity means more lives saved. Therefore, the civil service units must act as follows:

- A. Formulating Policy:** Each of the units of the civil service must ensure that the policies they formulate address the needs and characteristics of the Israeli public in terms of diversity and gender. Therefore, decisions will be made and policies will be formulated by professional teams that either include employees designated essential from various backgrounds, or consult with such employees.
- B. Providing Services:** Each of the units of the civil service that, as a result of the coronavirus pandemic, has changed the services it routinely provides to Israel's citizens and residents must consult with employees from diverse backgrounds who have been designated essential when making decisions related to the nature of the services and the manner in which they are provided to the public.
- C. Shaping and Conveying Messages:** When shaping messages for the Israeli public, employees from diverse backgrounds who have been designated essential must be consulted so that the messages are drafted and conveyed in ways that suit the needs of the various populations in Israel.
- D. Proactively Introducing Diversity:** With regard to Articles A-C above, if any unit does not have employees from diverse backgrounds designated as essential, consultations regarding expected changes should be made with civil servants designated essential from other units who are members of the relevant populations. The Employment Diversity Unit in the Civil Service Commission can be contacted if any assistance is required to connect a unit with representatives of the diverse populations who are designated essential employees in the civil service.

In addition, if any ministry sees fit, the Employment Diversity Unit will connect the ministry with civil society organizations that represent the various populations, with the goal of addressing the populations' unique needs at this time.

The Employment Diversity Unit at the Civil Service Commission can be reached by e-mail at: diversity@csc.gov.il.

- E. The Emergency Employment Diversity Supervisor:** In addition to these guidelines, each of the units of the civil service must have an emergency employment diversity supervisor who will continually address the various needs as they arise. If the employment diversity supervisor has been designated an essential employee, they will continue serving in that role during the crisis.

If said supervisor was not designated an essential employee, the deputy director of human resources must charge an employee of the unit's human resources department to serve as acting employment diversity supervisor. The deputy director may also appoint any other essential employee they consider suitable as long as they are department managers or higher up. The deputy director for human resources is authorized to appoint an acting emergency employment diversity supervisor only if the diversity supervisor was not designated an essential employee. Since we are in the midst of an emergency, no additional pay will be provided for filling the position.

If an acting supervisor is appointed, please notify the Employment Diversity Unit at the aforementioned e-mail address to ensure that a professional response can be provided to meet the various needs that arise at this time.