

- February 25, 2016, <https://www.nytimes.com/2016/02/28/magazine/is-blind-hiring-the-best-hiring.html>.
9. Aaron R. Conklin, "Breaking Bias," College of Letters and Science, University of Wisconsin–Madison, posted September 17, 2020, <https://ls.wisc.edu/news/breaking-bias>.
 10. See the Reform Pay Equity Initiative website (reformpayequity.org) to learn more about efforts of the Reform Movement to address the gender pay gap within Reform congregations and organizations.
 11. Adler, "Contemporary Reflection," 31.