



2011 CLERGY CALL FOR JUSTICE AND EQUALITY

FAITH LEADERS FOR
EQUALITY

Justice for Women:

Overcoming Cultural, Structural and
Policy Barriers



What Does an Annual Conference COSROW DO?

- Turn to a neighbor, you have 6 minutes to answer at least two of these questions:
 - What have you been told?
 - What needs do you see?
 - What do you envision?
- Share your vision with the entire table in two sentences



What are the Responsibilities of an Annual Conference COSROW?

UM Book of Discipline ¶644

- Collect data about women's leadership in the conference
- Advocate for women's participation in decision making, in cooperation with UMW
- Educate district and conference leaders about women's issues



What are the Responsibilities of an Annual Conference COSROW?

UM Book of Discipline ¶644

- Advocate for women's issues, including preventing harassment or discrimination
- Communicate with GCSRW about the progress, effectiveness to achieved full participation of women
- Participate, utilize and distribute information about GCSRW programs and resources



What are the Responsibilities of an Annual Conference COSROW?

UM Book of Discipline ¶644

- Advocate
- Educate
- Collaborate
- Collect data
- Communicate
- Participate



Purpose:

“a continuing commitment to the full and equal responsibility and participation of women in the total life and mission of the Church, sharing fully in the power and in the policy-making at all levels of church life.”



“Women’s Issues”

- Employment & participation
- Ethics
- Sexism
- Intersectionality of Oppressions
- Integrated resistance / liberation
- Language (we cannot be that which we cannot image)





Assess Current
Situation

Envision what
we hope to see

Design a bridge
from here to there

STRATEGY

Employment and Leadership

ASSESSMENT: WHAT IS OUR CURRENT STATUS?



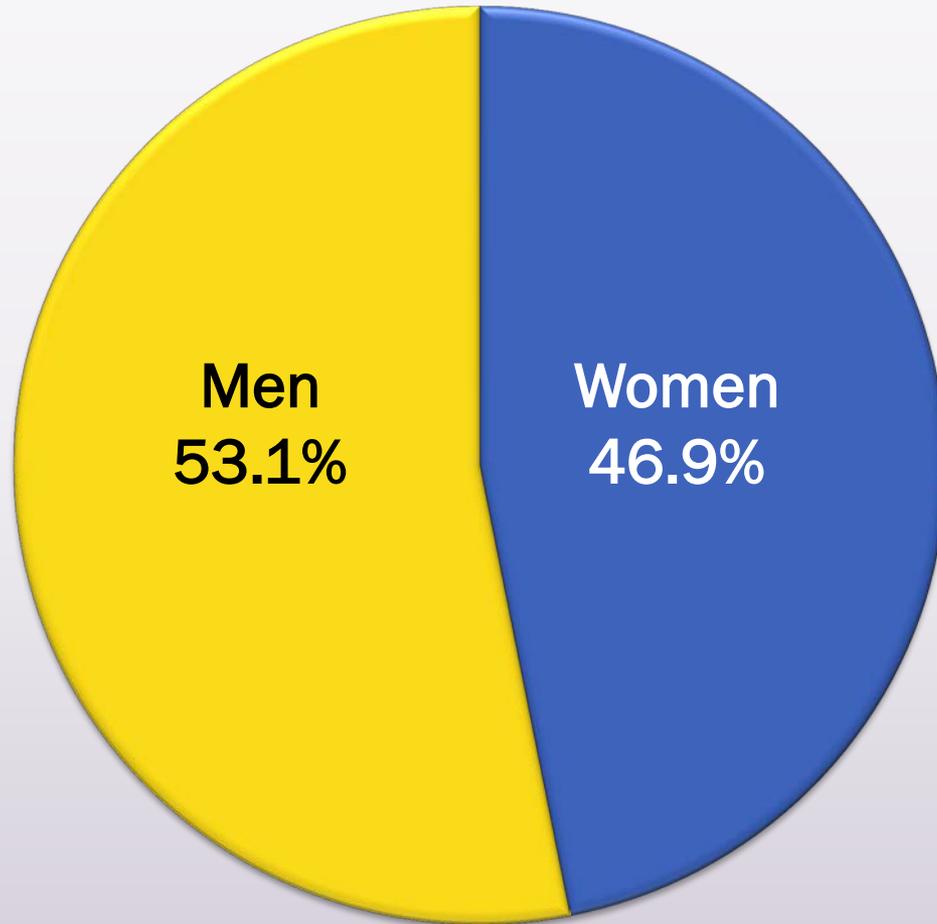
Why examine the problem?

- Understanding where to focus our efforts
 - Identifies specific areas (or groups) of struggle
 - Recognizes opportunities for growth
 - Names exactly what we need from others
- Helpful for gathering supporters
 - Inspires a desire to help and sense of urgency
 - Information can inspire constructive action



How Many Women Are Succeeding?

**Within
the US
labor
Force:**

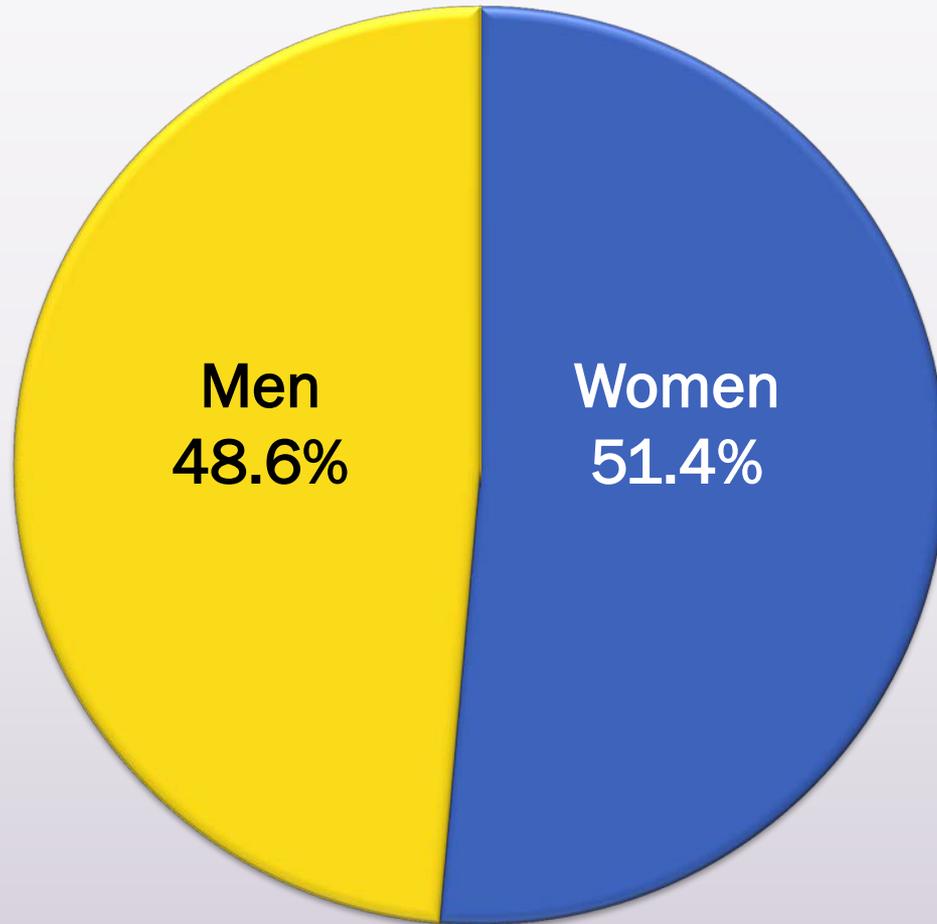


Catalyst. *Catalyst Pyramid: U.S. Women in Business*. New York: Catalyst, 2013.



How Many Women Are Succeeding?

**Professional,
Management
and Related
Professions:**

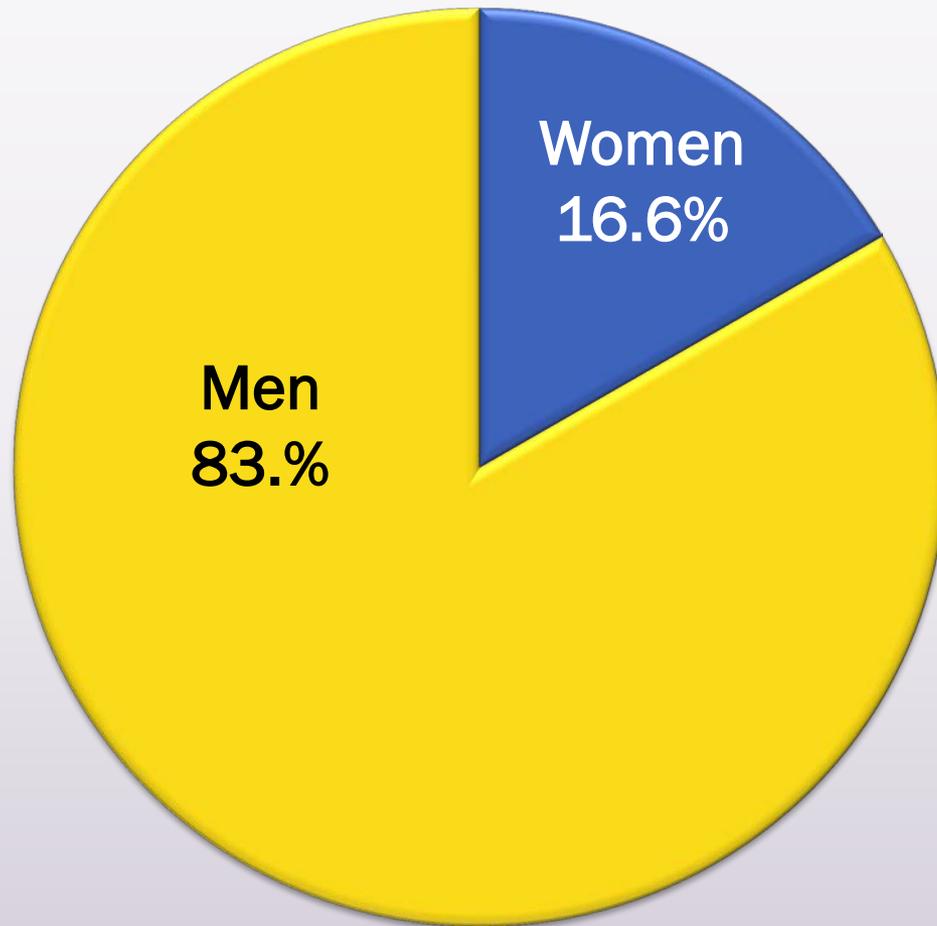


Catalyst. *Catalyst Pyramid: U.S. Women in Business*. New York: Catalyst, 2013.



How Many Women Are Succeeding?

**Directors
and Board
Members:**

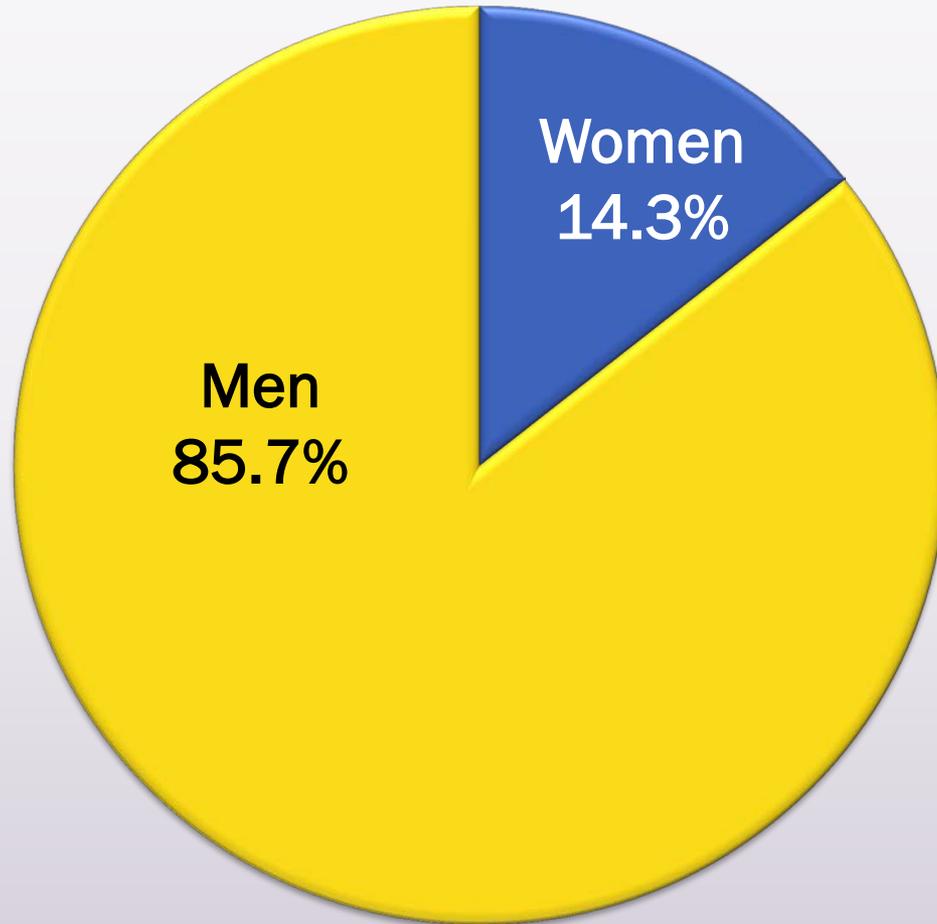


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How Many Women Are Succeeding?

**Executive
Officers:**
(COO, CFO, CIO)

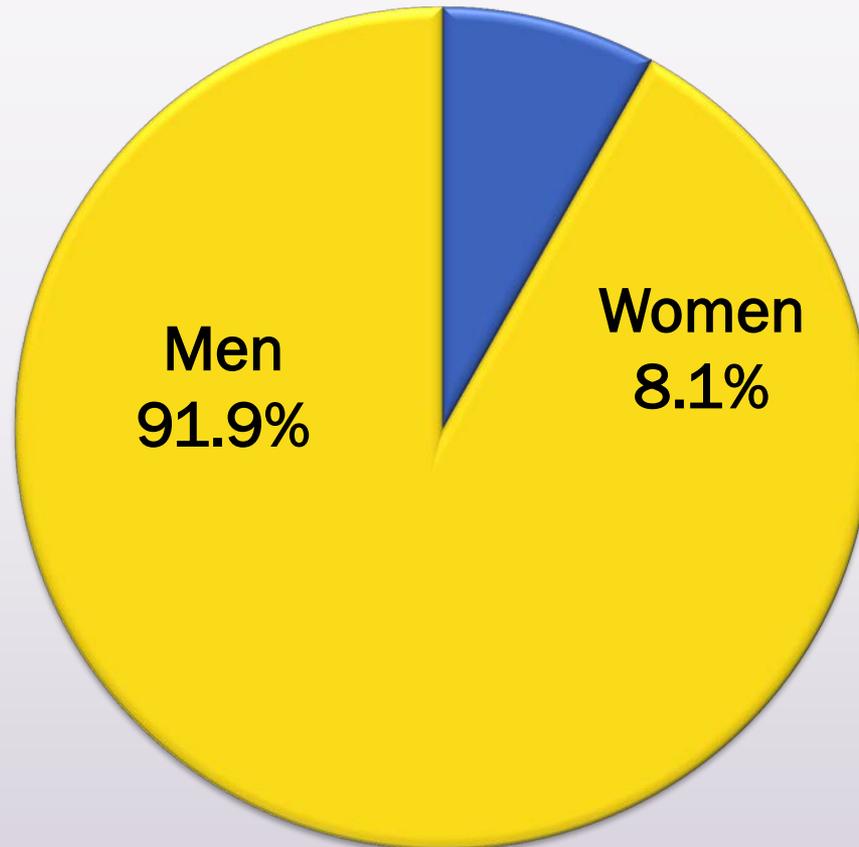


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How Many Women Are Succeeding?

Top Earners:

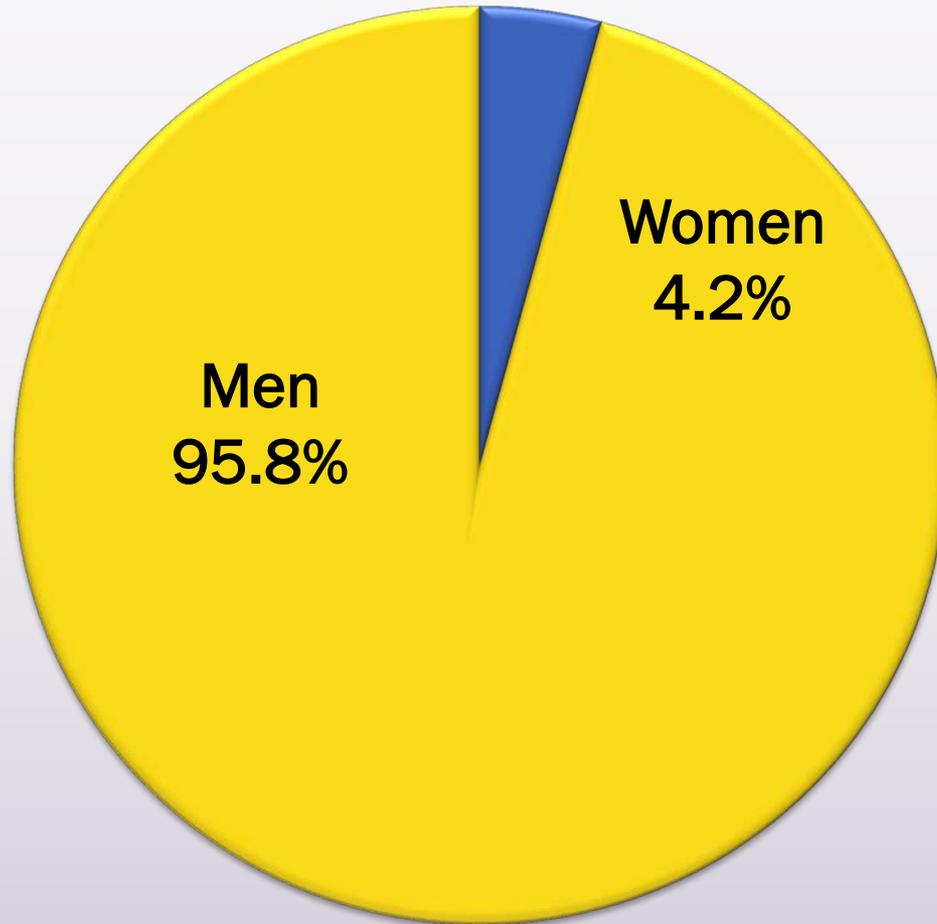


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How Many Women Are Succeeding?

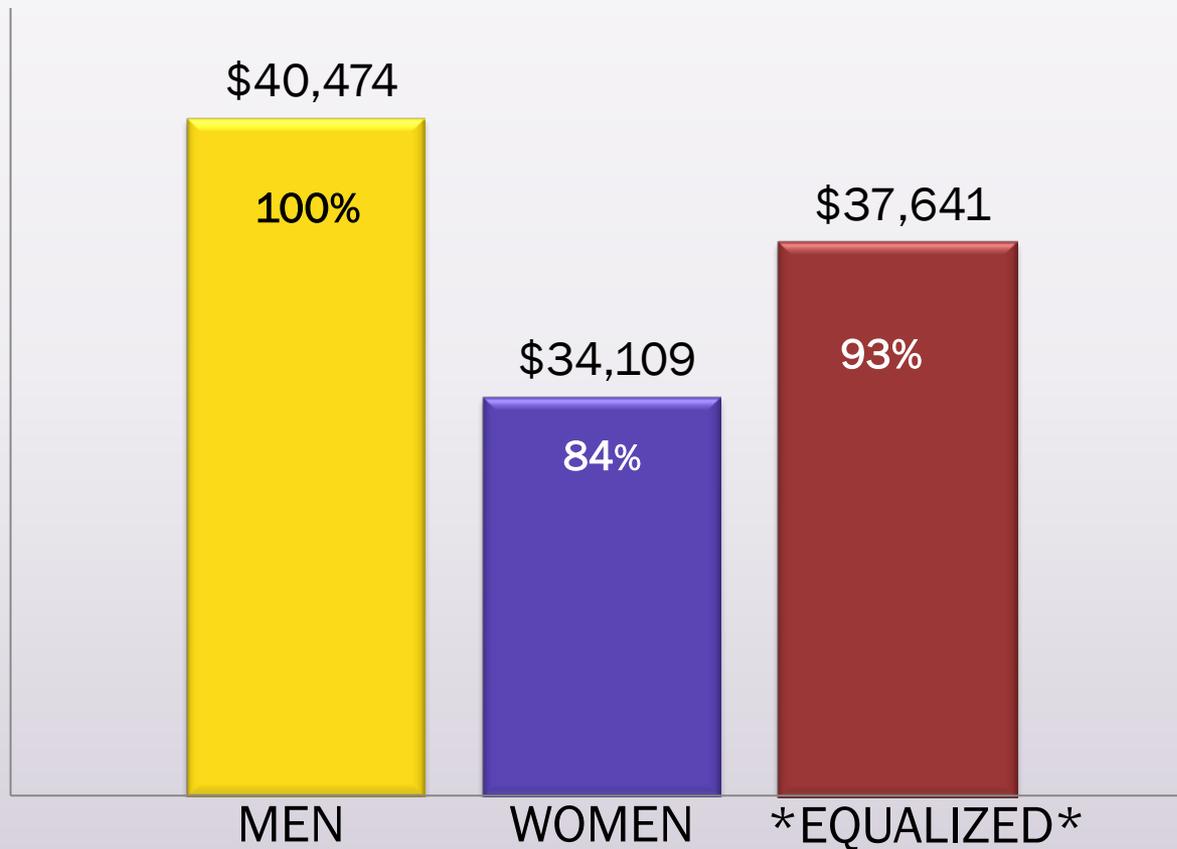
**Chief Executive
Officers:**
(COO, CIO, CFO)



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Average Annual Earnings: By Gender and Hours Worked



*Equalized is a calculation of salaries for women which removes any extenuating factors (e.g. race, hours worked, prestige of education, location, industry)

Average earnings among 2007-08 bachelor's degree recipients under age 36 and employed full time in 2009.
Source: Authors' analysis of U.S. Department of Education, National Center for Education Statistics, 2008-09.

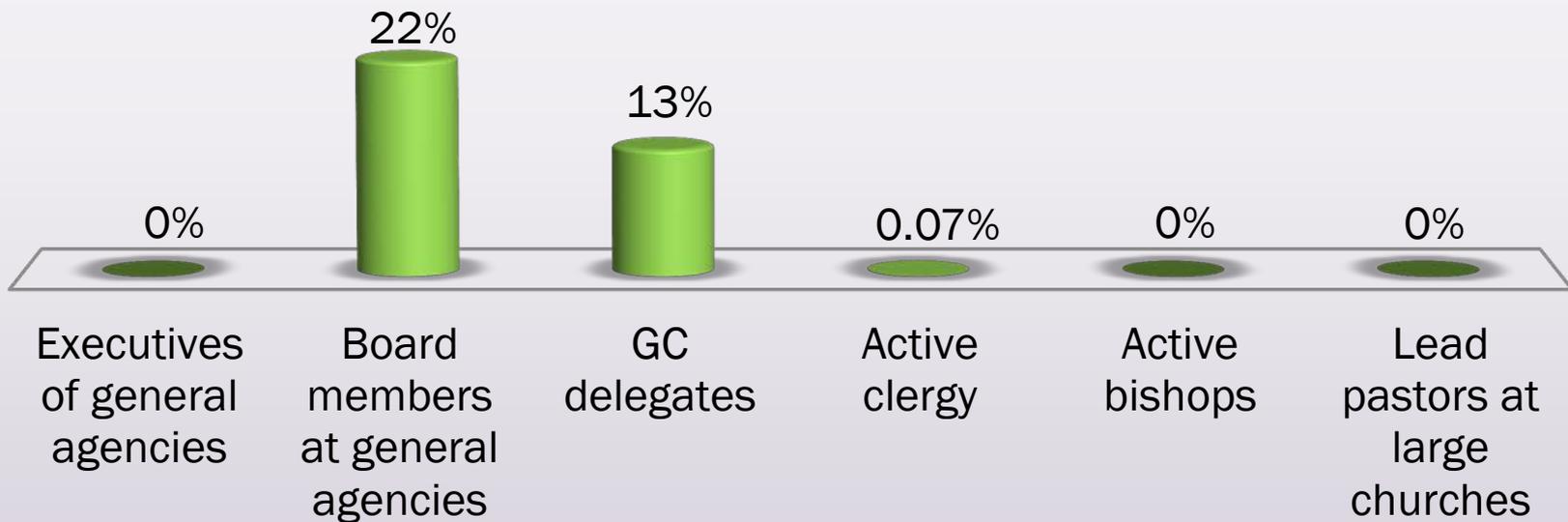


Women's Status Within the Church?



Women's Leadership in The United Methodist Church 1972:

1972



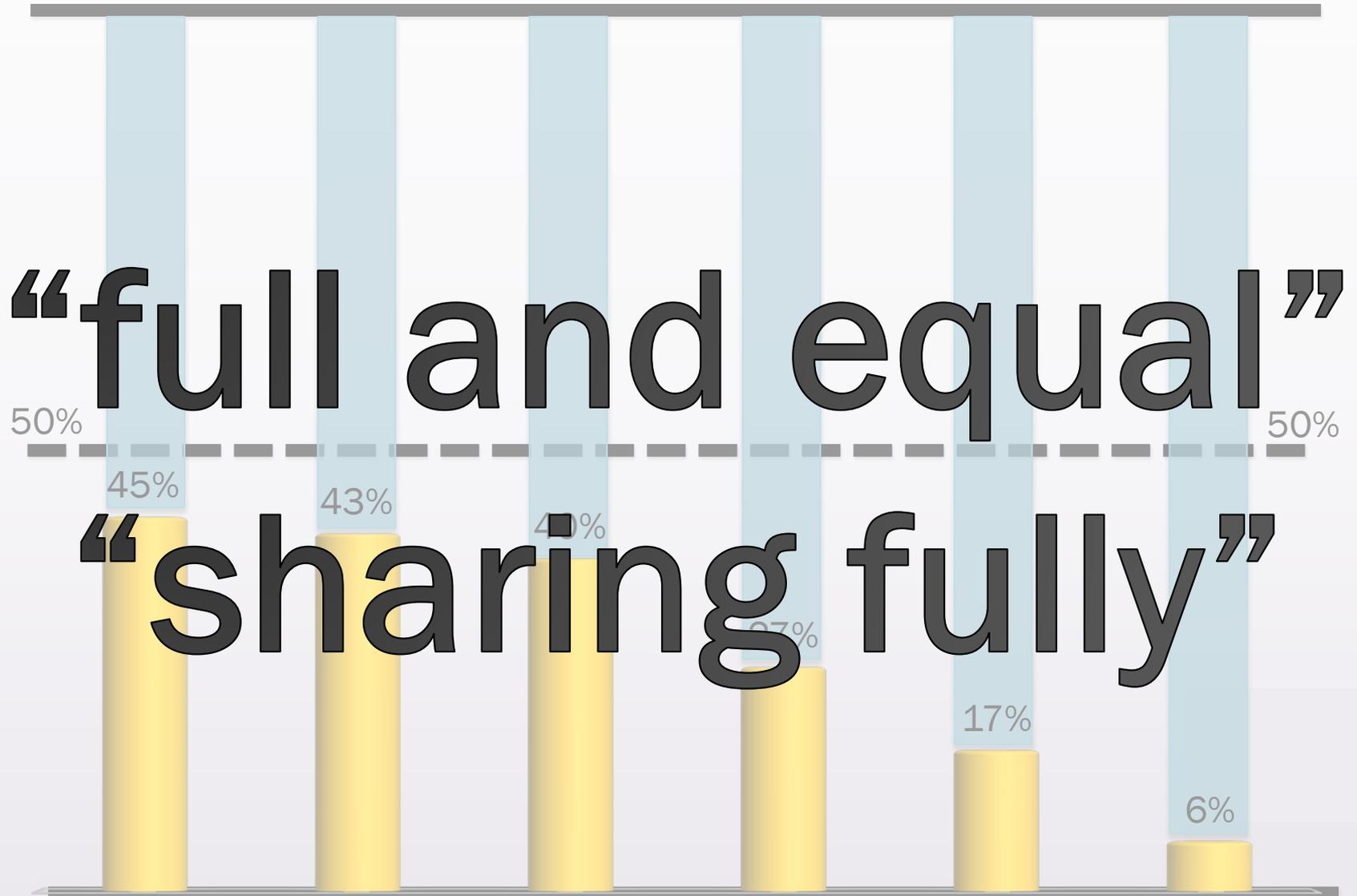
40 Years of Progress:



2013



The Goal?



Purpose:

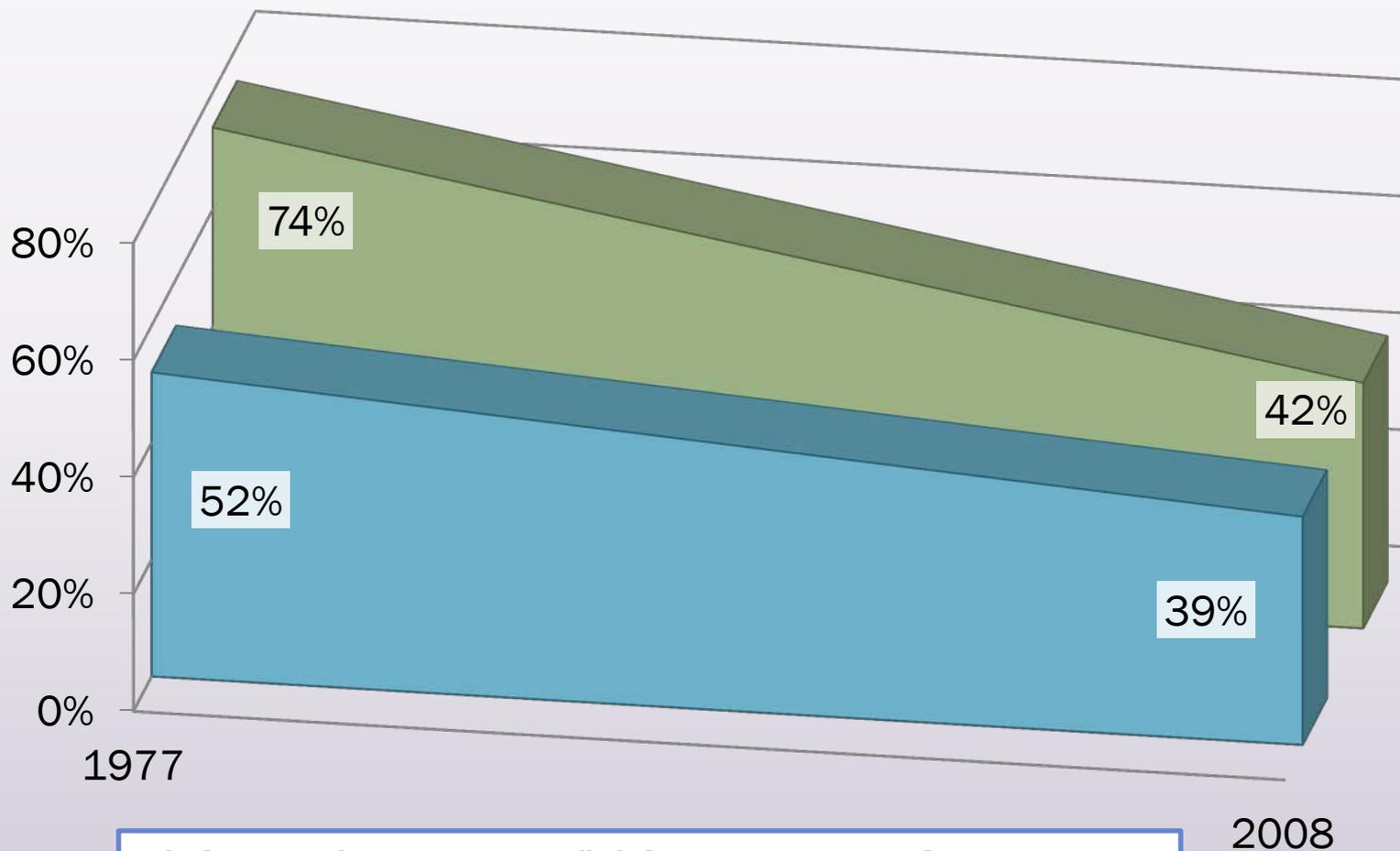
“a continuing commitment to the full and equal responsibility and participation of women in the total life and mission of the Church, sharing fully in the power and in the policy-making at all levels of church life.”



SEXISM: GENDER IN CULTURE AND RELATIONSHIPS



Who Believes in Traditional Gender Roles?



it's better for everyone "if the man earns the money and the woman takes care of the home and children."



Vicar of Dibley

© 1994 (London, BBC)

What
does
sexism
look
like?



Vicar of Dibley - Part 1&2



Subtle Cultural Sexism

- Social stereotypes and expectations
- Which gender is the basic or normal one?
- Freedom to identify by other characteristics
- Income disparity
- Success is interpreted as likeability
- Women can aspire to be like men, but what happens when men aspire to be feminine?



But men don't have it all that easy, how can we say it's harder for women?

It's not that women have more power than men, it's that patriarchy is an inherently flawed system that sets standards that are harmful to everyone.

Roy @ *No Cookies For Me*



Now What?



Vicar of Dibley - Part 3



“Egalitarian Etiquette”

- A.k.a. New Manners
- Not just about sexism
 - Racism, Immigration, Age, Class ...
- I will not call anyone something they do not wish to be named
- Why would I put up a barrier between anyone and God?



How to: Speak Up

Why not?

- Afraid of looking ...
- Awkward
- Can be difficult to find the right words
- Disrespectful or rude
- Don't make waves
- It was just a joke!
- “Political correctness”

How to:

- Be ready
- Appeal to shared values
- Don't laugh
- Ask questions
- “Ouch”
- Assertive ≠ impolite
- Direct ≠ disrespectful



Who should Speak Up?

Harassment still a challenge: Men call for accountability



By Joey Butler

A recent survey of United Methodist attitudes and practices found that 67.5 percent of all respondents—men and women—have observed or been subject to gender-bias or sexual harassment in their local church or in other church settings.

Jesus' commandment, "Love one another as I have loved you" is also the inspiration for the "equal worth in the eyes of God" (Par. 161, p. 101, *Discipline*). Further, church law defines sexual harassment as "any unwanted sexual comment, advance or demand that is reasonably perceived by the recipient as demeaning, intimidating or coercive" (Par. 161). Under church law it is a chargeable offense to harass or abuse someone because of their gender or to undermine the ministry of an ordained man or woman because of their gender or race.

Despite laws on the books in church and in the secular world, sexual harassment happens in church and is often perpetrated by church people. But it's not just women who are offended by the notion that such a mindset still exists.

"I am embarrassed and angered when I hear of men sexually harassing women or other men," says Matt Johnson, a member of First United Methodist Church in Evanston, Ill. "These acts of harassment are fundamentally an abuse of power and lack of respect toward another human being."

"So many men just don't get it," says Marvin Shackelford, a layman at St. Paul United Methodist Church in Birmingham, Ala. Shackelford says the problem perpetuates itself through lack of education.



Matt Johnson (left) and Marvin Shackelford



Additional Areas of Focus:

- Sexual Ethics
 - (preventing and responding to harassment, discrimination and abuse)
- Inclusive Language
 - When referring to individuals or groups of people
 - Learning the plethora of Biblical images for God
- Role and Status of Women in Central Conferences
- Race, Class, Age ...



WHAT IS THE GOAL?



What is your vision?

- 2 minutes to answer these questions:
 - What would the church look like if we were truly egalitarian about gender?
 - What would general conference look like?
 - Who would your annual conference look like?
 - How might your local congregation change?
 - What might our worship look like?
- 2 minutes to share your vision with your table

Write, Draw, Think

Write, Draw, Think



Table visioning: 5 minutes

- As a table, choose 2-4 characteristics of your vision of a gender-egalitarian church
- Draw or write them down
- Pick a representative to share your table's vision in 3 sentences or less



