

## **REPORT OF THE ANTI-SEXISM TASK FORCE**

The Anti-Sexism Task Force (ASTF) was created by resolution 144AC-R04 “Breaking the Episcopal Stained Glass Ceiling” at the 144<sup>th</sup> Annual Convention of the Diocese of Newark. That resolution called for the following:

- Establish an Anti-Sexism Task Force, of which women shall compose at least half of the membership
- Research, develop, and submit for approval at the 145<sup>th</sup> Convention of the Episcopal Diocese of Newark a training program that will be required for all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees, and that will be encouraged for use by all congregational search committees
- Monitor and submit to each Diocesan Convention, beginning with the 145<sup>th</sup> Convention of the Diocese of Newark, a report on the status of women clergy in the Diocese in regard to role, pay equity, and gender-based harassment
- Submit this resolution to the 79<sup>th</sup> General Convention of The Episcopal Church

The Co-Chairs were named: Ms. Laura Russell and the Rev. Diana Wilcox.

The following members were appointed: the Rev. Rose Cohen Hassan, Ms. Lindsay McHugh, Ms. Rhonda Lutz, Ms. Michele Simon, and the Rev. George Wong.

The ASTF met multiple times in 2018, dividing into two sub-committees to address the primary areas of work: Training & Equity Reporting. The result of the work of those sub-committees is reported below, in accordance with the requirement of the resolution passed by convention. Additionally, the ASTF will present both a plenary and a workshop at the 145<sup>th</sup> Diocesan Convention.

Finally, the resolution was brought forward by our diocesan deputation to the 79<sup>th</sup> General Convention of The Episcopal Church (C060), and it was passed with a budget of \$60,000. We are pleased to report that our Co-Chair and General Convention Deputy, Ms. Laura Russell, was appointed Chair of that Task Force.

### **TRAINING**

The Task Force’s subcommittee on training began with multiple discussions of what a training could look like, and how to make one effective. Recognizing that sexism (like other –isms) is pervasive, and for some, done unknowingly, there was a feeling that we needed to have a basic training that could then be complimented in the future with shorter training on specific intersectionality issues (such as sexism and LGBTQ, or sexism as it relates to minorities). We began our work with multiple meetings discussing what trainings we had attended or heard of that worked, regardless of the topics of the training. After some discussion and comparison with other trainings, we focused on several ideas.

First, the training would be held in two forms, to accommodate as many as possible. We would have weekend trainings and evening trainings. We would also have materials to read in advance of the training, and have time for reflection. We discussed incorporating the results of the survey into the training, and having various points for discussion, and for understanding where everyone is on their journey. We looked to incorporate what we had heard from others personally. We decided to have the training at various parts of the Diocese, so everyone would have reasonable access to it.

Finally, we also agreed that we needed to ‘beta’ test the training, offering volunteer training sessions during 2019. Those who participated will be considered having met the training requirement. The goal of these beta training sessions would be to elicit feedback from the participants that would allow the ASTF to understand what we have done well, what can be improved, and most importantly, what the participants learned. From that feedback, we would build and launch the final training curriculum. If you are interested, you can sign up for one of our beta sessions at our convention workshop. The dates for those beta sessions are April 5<sup>th</sup> and 6<sup>th</sup>, or the evenings of May 7<sup>th</sup>, 9<sup>th</sup> and 14<sup>th</sup>.

## **EQUITY REPORTING**

### **Data Methodology & Findings**

We undertook research on the status of women clergy within the Diocese of Newark by examining data derived from parochial reports for 2017. Of the congregations reporting, we found that 60.6% of clergy were male and 39.4% were female. 78.6% of women serve in full-time capacity and 21.4% serve in a part-time role. The distribution between full-time and part-time is similar for men. 74.4% of male clergy serve full-time and 25.6% serve in a part-time capacity.

Slightly more male clergy than female clergy hold the title of Rector: 75% of male clergy compared to 68% of female clergy. There was an equal distribution of males and females in the titles Vocational Deacon and Priest Associate. In the title Priest-in-Charge there was one more male than female cleric, whereas this pattern was reversed for the title Vicar, where there were two female vicars and one male vicar.

Our research into pay equity focused on clergy who hold the title of Rector. This was due to the small numbers of clergy in other titles which precluded valid statistical analysis of compensation. We looked at both cash salary and total assessable compensation, which includes cash salary, utilities, payments made to Social Security and housing. Total assessable compensation is the figure that is reported to the Church Pension Fund and we focused on this measure to allow comparison to data compiled in the Episcopal Church Compensation Report. For the purpose of our analysis, we have converted part-time compensation to a full-time equivalent.

We found that total assessable compensation is reasonably comparable between male and female rectors. Female Rectors had a median age of 62, a median number of years of credited service of 14.67 years and median total assessable compensation of \$81,164. Male Rectors had a median age of 61 years, a median of 14.93 years of credited service and median total assessable compensation of \$83,410.

**Rector Compensation compared by gender**

<b>Gender</b>	<b>Number</b>		<b>Age</b>	<b>Yrs. Credited Service</b>	<b>Total Assessable Comp</b>
<b>Female</b>	17	Median	62	14.67	\$81,164
<b>Male</b>	28	Median	61	14.93	\$83,410

Our research also looked at rector compensation by years of credited service and gender; age and gender; and ASA category and gender. Overall, there is little correlation between level of total assessable compensation and age or years of credited service. There is a greater correlation between size of congregation, using the average Sunday attendance (ASA) criterion, and compensation.

As might be expected, larger congregations pay more. Our analysis is somewhat limited by the relatively small number of data points in our research. As stated at the outset we focused on those holding the title Rector and the total number in the database was only forty-five (45) clerics. However, it seems from this preliminary analysis that there is no clear pattern of pay inequity between male and female clergy. A more fruitful area of inquiry may be to look at patterns of hiring and equality of access by male and female candidates to larger parishes.

**Rector Compensation by years of credited service and gender**

<b>Credited Service</b>	<b>Gender</b>	<b>Number</b>	<b>Median Total Assessable Comp</b>	<b>Gender</b>	<b>Number</b>	<b>Median Total Assessable Comp</b>
<i>Less than 5 years</i>	<b>Female</b>	0	-	<b>Male</b>	4	\$73,304
<i>5 to 9 years</i>		5	\$79,885		3	\$103,163
<i>10 to 19 years</i>		4	\$85,585		12	\$78,051
<i>20 years +</i>		8	\$99,922		9	\$83,880
		<b>17</b>			<b>28</b>	

**Rector Compensation by age and gender**

<b>Age</b>	<b>Gender</b>	<b>Number</b>	<b>Median Total Assessable Comp</b>	<b>Gender</b>	<b>Number</b>	<b>Median Total Assessable Comp</b>
<i>35- 54</i>	<b>Female</b>	2	\$96,651	<b>Male</b>	7	\$87,799
<i>55-64</i>		8	\$86,076		13	\$78,508
<i>65+</i>		7	\$80,376		8	\$86,615
		<b>17</b>			<b>28</b>	

### Rector Compensation by gender and ASA category

ASA	Gender	Number	Median Total Assessable Comp	Gender	Number	Median Total Assessable Comp
<i>Family (0-75)</i>	<b>Female</b>	6	\$80,033	<b>Male</b>	16	\$75,053
<i>Pastoral (76-140)</i>		7	\$90,989		6	\$93,937
<i>Transition &amp; Program combined (141-500)</i>		4	\$115,972		6	\$107,999
		<b>17</b>			<b>28</b>	

### Anecdotal Data

We recognized that, while data and statistics can reveal a great deal, they do not tell the full story, especially when it comes to inequity in the workplace. We developed an online survey that was sent to all clergy in the Fall of 2018. The survey was intended to gather real stories of discrimination, harassment, or assault – the stories that are often heard about, but not documented. It was felt that if we did not bring these stories forward, the reporting on equity would be incomplete.

A total of 239 invitations to individual clergy were sent by email, with multiple reminders. The invitations were based on the diocesan clergy listserv. This would include all canonically resident clergy, retired and active. We received 52 survey responses, which is a good percentage of the active clergy in our diocese.

We will protect the identity of all respondents in all reporting, changing information as necessary, while keeping the integrity of the information. We also asked about permission to follow up individually, and have done so with several who indicated they would be open to discussing their responses with us.

We hope this will be an on-going conversation, and additional steps may be needed to address the concerns raised. We also keep all respondents in prayer, and thank them for their honest and insightful responses to our survey.

## Findings:

It was disturbing to consider the number and nature of reported incidents. Not a single category of gender based discrimination (Question 3) or sexual harrassment (Question 5) was left without a reported incident in the consolidated data. As most, but not all respondents reported an incident, this shows that of the majority who did report these events had more than one of them occur. The incidents reported ranged from derogatory comments to outright sexual assault. The perpetrators of the incidents were primarily laity, but certainly not exclusively so. Description of the events included these, which have been generalized to protect the respondents, or we have been given permission to share them openly:

- Multiple respondents wrote about comments around their appearance, including clothing, jewelry, make-up, or being called “priest-ette” and other demeaning terms
- Several respondents reported sexual assault attempts that frightened them
- One respondent was told that the church should vote on her decision to have a child
- Several reported inappropriate touching, especially in the form of tight or lingering hugs, kisses, etc., most often by laity, but sometimes by colleagues
- Generally all of the women respondents reported differences in treatment (opinions ignored, authority demeaned, etc.) by colleagues, supervisors, or laity
- Of those who reported these incidents to the diocese (Question 8), there were mixed views on how their concerns were addressed. Please note, not all incidents occurred within this diocese

On the survey as a whole, one respondent commented *“To one of your questions I wanted to reply “of course haven’t you?” I’m glad you’re asking the questions please don’t see your survey as black and white.”* To that person, and all others, rest assured that we do not. Another commented *“Thanks for seeking to make the church as safe as possible for everyone.”* That is truly our goal. Still, another commented *“I have little confidence that your committee will accomplish much of anything. I don’t mean to sound unkind, but I think that the problem is pervasive.”* We understand.

What these comments tell us is that there is much work to do to eradicate the sin of sexism and misogyny in the church. We believe that our efforts in the Diocese of Newark, as well as in The Episcopal Church in the years to come, will give us all renewed hope for a church that truly values all people as beloved children of God.

The statistical data for each of the non-narrative questions are on the following pages. The full comments (Questions 3 & 5) are not reported below, as we want to ensure the privacy of all respondents.

## **SUMMARY**

Over the next year, the ASTF will be working to analyze all of the data, both compensation and anecdotal, to understand the full picture, and to recommend follow-up actions as appropriate.

We will also be fulfilling our charge to review and report on the updated information each year at convention. This will include our analysis of the data, any actions recommended that result from our work, and report on trends from year to year.

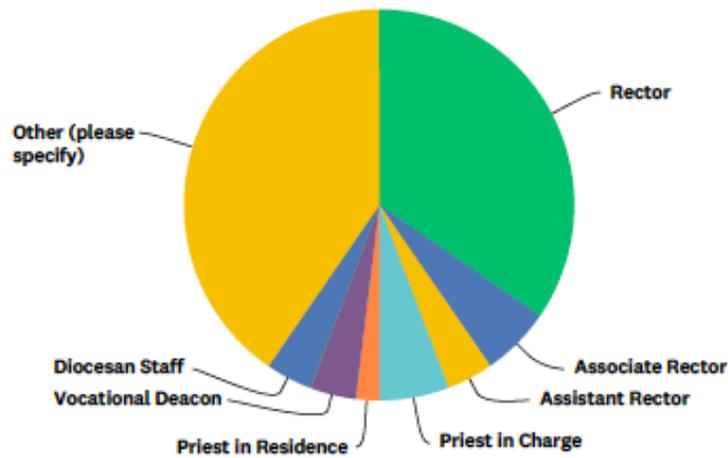
Additionally, we will roll out the beta training in 2019, elicit feedback and create a final product that will be available after Diocesan Convention 2020. As per the resolution, this training will be required of all clergy, all lay persons elected to leadership in the Diocese, diocesan search committees, and encouraged for use by all congregational search committees.

We would like to thank John King for all of his help in obtaining and parsing the compensation data, and Jane Jubilee for her wonderful hospitality in support of our meetings at Episcopal House.

Respectfully Submitted,  
Ms. Laura Russell, Co-Chair  
The Rev. Diana L. Wilcox, Co-Chair  
Ms. Lindsay McHugh  
The Rev. Rose Cohen Hassan  
Ms. Rhonda Lutz  
Ms. Michele Simon  
The Rev. George Wong

## Q2 In what role do you serve?

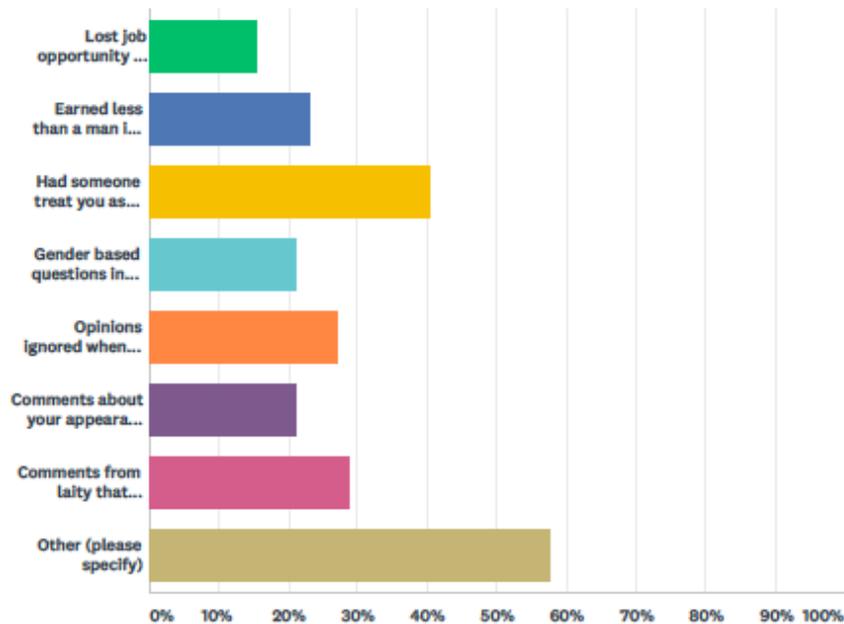
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Rector	34.62%	18
Associate Rector	5.77%	3
Assistant Rector	3.85%	2
Priest in Charge	5.77%	3
Priest in Residence	1.92%	1
Vocational Deacon	3.85%	2
Transitional Deacon	0.00%	0
Vicar	0.00%	0
Curate	0.00%	0
Dean	0.00%	0
Archdeacon	0.00%	0
Diocesan Staff	3.85%	2
Other (please specify)	40.38%	21
<b>TOTAL</b>		<b>52</b>

**Q3 Have you ever experienced, what you perceived to be gender based discrimination in your role as clergy in the church (denial of job, less salary, demeaning comments, etc.)? Check all that apply.**

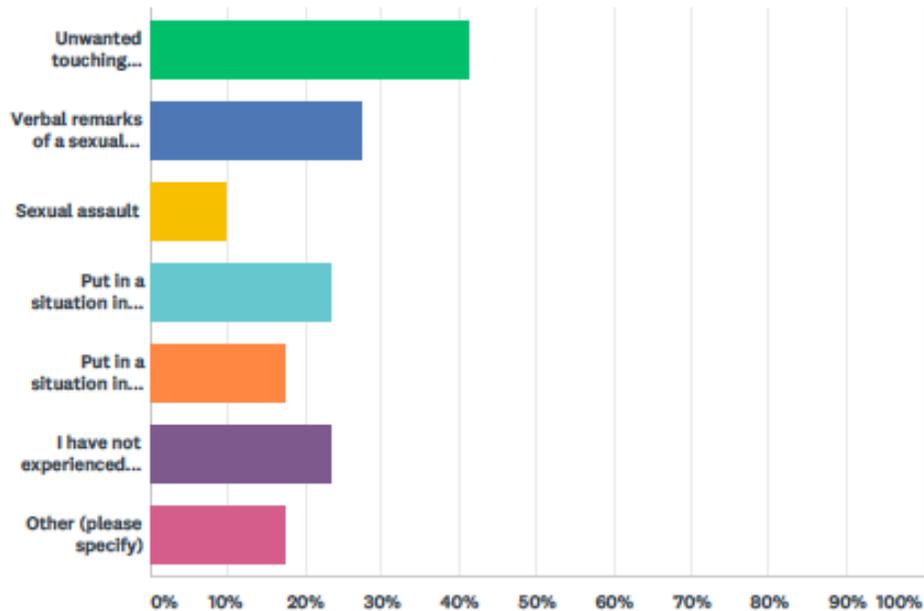
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Lost Job opportunity to man that you felt was gender based	15.38%	8
Earned less than a man in your role	23.08%	12
Had someone treat you as though you were not competent	40.38%	21
Gender based questions in job interview	21.15%	11
Opinions ignored when heard if a man speaks them	26.92%	14
Comments about your appearance that were disparaging or made you feel uncomfortable	21.15%	11
Comments from laity that demeaned your status as clergy	28.85%	15
Other (please specify)	57.69%	30
Total Respondents: 52		

## Q5 Have you ever experienced, or witnessed, what you perceived to be sexual harassment (unwanted touching, sexual remarks, etc.) within the context of the church?

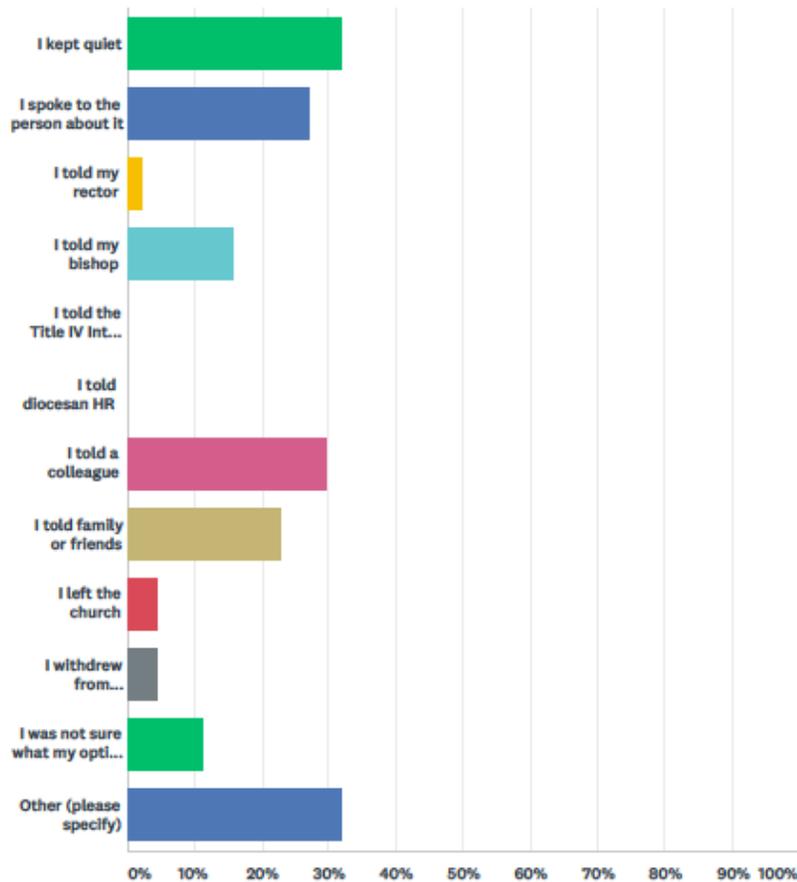
Answered: 51 Skipped: 1



ANSWER CHOICES	RESPONSES	
Unwanted touching (hugging, kissing, brushing up against you, etc.)	41.18%	21
Verbal remarks of a sexual nature (including jokes) directed towards you or in your presence	27.45%	14
Sexual assault	9.80%	5
Put in a situation in which you feared for your safety	23.53%	12
Put in a situation in which you feared for your job	17.65%	9
I have not experienced sexual or witnessed harassment	23.53%	12
Other (please specify)	17.65%	9
Total Respondents: 51		

## Q7 What actions did you take with regard to what you experienced (or witnessed)? Check all that apply.

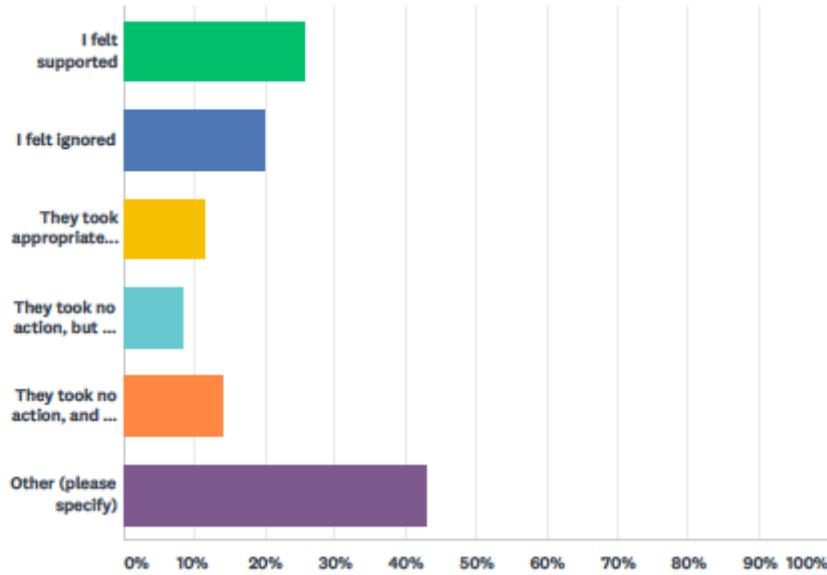
Answered: 44 Skipped: 8



ANSWER CHOICES	RESPONSES	
I kept quiet	31.82%	14
I spoke to the person about it	27.27%	12
I told my rector	2.27%	1
I told my bishop	15.91%	7
I told the Title IV Intake Officer	0.00%	0
I told diocesan HR	0.00%	0
I told a colleague	29.55%	13
I told family or friends	22.73%	10
I left the church	4.55%	2
I withdrew from consideration (if happened in the course of a job search)	4.55%	2
I was not sure what my options were	11.36%	5
Other (please specify)	31.82%	14
Total Respondents: 44		

**Q8 If you spoke to those in authority in the church (clergy supervisor, clergy peer, bishop, HR), how did you feel about the response? Check all that apply.**

Answered: 35 Skipped: 17



ANSWER CHOICES	RESPONSES	
I felt supported	25.71%	9
I felt ignored	20.00%	7
They took appropriate action.	11.43%	4
They took no action, but I was okay with that.	8.57%	3
They took no action, and I was not okay with that.	14.29%	5
Other (please specify)	42.86%	15
Total Respondents: 35		