

Why does the National Council of Churches support gender analysis?

We are all created in the image of God, who calls us into God's beloved community of justice and peace. We are empowered and sustained by the Holy Spirit to care for each other. We therefore seek to name and eradicate divisions and change the unjust systems of power in which we all participate. As an ecumenical movement, we join together in **acts of radical love**, healing, and justice-making with hope for equity, wholeness and abundant life for all.

Gender analysis is one such radical act of love.

“Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God—what is good and acceptable and perfect.”

— *Romans 12:2*



The National Council of the
Churches of Christ in the USA

Important Definitions

GENDER ANALYSIS is a tool that empowers individuals and communities to identify and understand how differently gendered people are affected by systems of power in cultural, economic, social, civil, legal, political, religious, racial, and ethnic relations. We do gender analysis in order to develop appropriate strategies to protect and promote gender equity and gender justice.

GENDER refers to the socially constructed roles, behaviors, activities and attributes that a society deems appropriate based on a person's biological sex. These may be positive or negative.

GENDER JUSTICE is the protection and promotion of the dignity and flourishing of every human being through focused attention to interpersonal, institutional, and cultural systems of power and privilege that particularly disadvantage women, girls and transgender people.

GENDER EQUITY occurs when fair processes and laws are implemented based on the recognition of and respect for the very different circumstances in which people live based on intersections of gender, race, class, age, etc.

The Justice for Women Working Group



The National Council of the
Churches of Christ in the USA

For further information call **212-870-3407** or
visit www.nccusa.org/womensministry

A Radical Act of Love

Gender Analysis
for Everyone



How does a gender analysis* work....

locally:

globally:

1 identify context

Describe the situation in which gender analysis may be used.

A school board held meetings open to the public on Tuesday evenings at 6:00pm; very few people were in attendance.

Human trafficking, or the illegal trade of human beings for forced labor or sexual exploitation, exists in countries worldwide, including the United States. Labor demands and a thriving sex industry drive this system.


 **in your context:**

2 identify existing inequity

How do gender stereotypes create differences in: access to resources; knowledge, beliefs, and perception; traditional societal roles and responsibilities; use of time; power and decision making? How do differences in other areas, such as socio-economic class, race, age, and sexual orientation intersect with gender?

The few women who were in attendance realized that not only were there no women on the board, but the meetings were poorly attended, especially by women of all races and ethnicities who had children in the school system.

While all persons are potentially victims of trafficking, 80% are women and girls (polarisproject.org), particularly those of color and those living in poverty. Often, those who have been victims of trafficking, rather than their captors, face criminal charges and imprisonment.


 **in your context:**

3 propose a change

What change could be a first step toward gender justice/equity?

Those present asked that the board begin meeting on Saturday mornings at 11:00 am.

Enact laws against trafficking which will protect all, but have a particular focus on women and girls. These laws should make sure that traffickers, not those who have been exploited, are charged.

 **in your context:**

4 analyze result

What has happened as a result of the change?

Attendance of meetings, especially by women, greatly increased. Also, the next year, several women were on the ballot for the school board.

Groups such as the Center for Women's Policy Studies work to help state legislatures enact laws which harshly punish traffickers and protect and decriminalize the women and girls who have been trafficked.

 **in your context:**

5 analyze further

What still needs to be done to move toward gender justice? What other roadblocks to equity can you identify? What larger systems are in place which make change more difficult?

In what other ways could the board have made changes? Though women now appeared on the ballot, what factors might hinder their election? What problems are posed by having an all-male school board? In what ways are the board members representative (or not) of the community?

What systems are in place which make women and children more likely to be trafficked? In what ways should we work to address those systems aside from legislation? What drives the demand for trafficking? What action can be taken by consumers to curb that demand?

 **in your context:**

*see back for definition