

Comments on Gender Equality to General Synod May 2010

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Your Grace, Fellow Members!

As you can see from section b of this report, the Hard Gospel Implementation Group have committed to 'promoting the value of diversity and participation in Church life'.

Anglican Consultative Council Resolution 13.31.b.....

that "the ACC acknowledges the Millennium Development Goal for **equal representation of women** in decision making at all levels, and so requests all member churches to work towards the realisation of this goal in their own structures of governance."

That includes gender representation or in other words implementing what this Synod agreed to, a few years ago ...the Anglican Consultative Council Resolution 13.31.b, that the 'ACC acknowledges the Millennium Development Goal for equal representation of women in decision making at all levels, and so requests all member churches to work towards the realisation of this goal in their own structures of governance.'

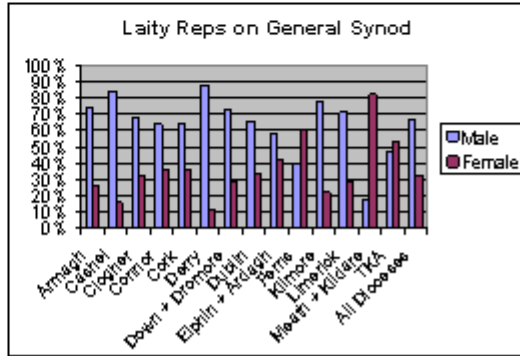
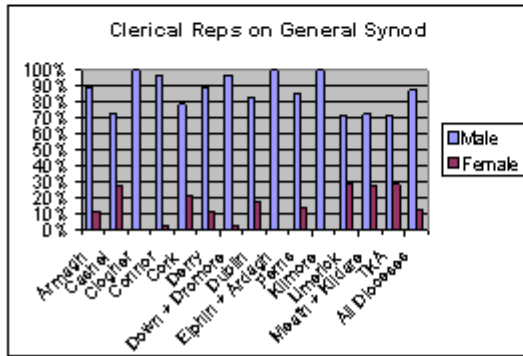
The HGIG group heard that I had been researching gender statistics at Diocesan level and asked me to present my findings to them, in February. I had collected this data from all the Dioceses between October and January, as part of my work, representing the Church of Ireland, at the United Nations Congress on the Status of Women, and as the Irish Link on the International Anglican Women's Network. My report on those meetings is on p.326, and anyone who has read it, will note the frequency of the words....'gender equality'. That is because it was high on the agenda of both gatherings, and has been for the past 3 years.

The HGIG thought that my graphs were very revealing, and felt that now would be a good time, to make you aware too, of the low representation of women, on many of our church bodies.

Representatives on General Synod

Dioceses	No:	Total	Clerical			Lay		
			Sub-total	Male	Female	Sub-total	Male	Female
Armagh	1	49	18	16	2	31	23	8
Cashel	2	46	15	11	4	31	25	6
Clougher	3	42	14	14	0	28	19	9
Conna	4	96	32	31	1	64	41	23
Cork	5	42	14	11	3	28	18	10
Berry	6	99	19	17	2	40	35	5
Down + Dromore	7	88	30	29	1	58	42	16
Dublin	8	67	23	19	4	44	29	15
Elphin + Ardagh	9	18	6	6	0	12	7	5
Ferns	10	17	7	6	1	10	4	6
Kilmore	11	15	6	6	0	9	7	2
Ulster	12	42	14	10	4	28	20	8
Meath + Kilmore	13	38	11	8	3	22	4	18
T&A	14	22	7	5	2	15	7	8
All Dioceses	15	635	216	189	27	420	282	138

Clerical		Lay	
Male	Female	Male	Female
89%	11%	74%	26%
73%	27%	84%	16%
100%	0%	68%	32%
97%	3%	64%	36%
79%	21%	64%	36%
89%	11%	88%	12%
97%	3%	72%	28%
83%	17%	66%	34%
100%	0%	58%	42%
86%	14%	40%	60%
100%	0%	78%	22%
71%	29%	71%	29%
73%	27%	18%	82%
71%	29%	47%	53%
88%	12%	67%	33%

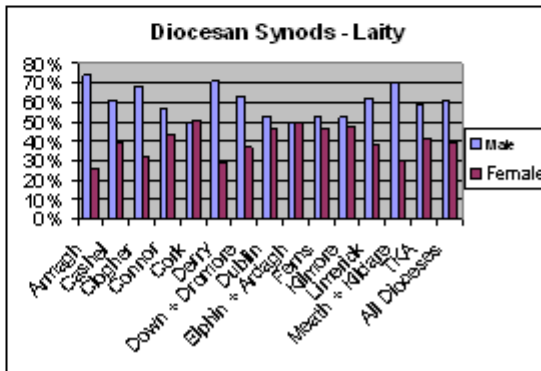
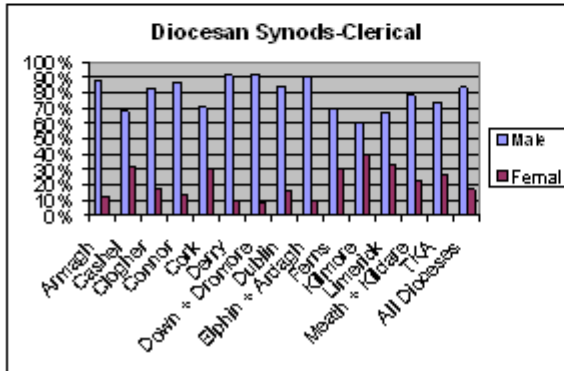


The blue bars on the graphs represent men, and the red, women. The last column in each graph is the Dioceses **overall**. I have 14 Dioceses because Cashel and Ossory gave me separate figures to those of Ferns. Likewise, Kilmore is separate from Ardagh and Elphin. Take representation here at Synod. Anyone sitting at the back can see that it is not 50/50 representation! 88% male clergy and 67% male laity!

Diocesan Synods

Dioceses	No :	Total	Clerical			Laity		
			Sub-total	Male	Female	Sub-total	Male	Female
Armagh	1	248	76	67	9	172	127	45
Cashel	2	153	28	19	9	125	76	49
Clogher	3	154	36	30	6	118	80	38
Connor	4	341	113	98	15	228	131	97
Cork	5	161	37	26	11	124	61	63
Derry	6	170	46	42	4	124	88	36
Down + Drogheda	7	336	99	91	8	237	149	88
Dublin	8	329	105	88	17	224	118	106
Elphin + Ardagh	9	63	11	10	1	52	26	26
Ferns	10	73	13	9	4	60	32	28
Kilmacoe	11	114	15	9	6	99	52	47
Limerick	12	119	21	14	7	98	61	37
Meath + Kilmore	13	99	23	18	5	76	53	23
TKA	14	71	15	11	4	56	33	23
All Dioceses	15	2431	638	532	106	1793	1087	706

Clerical		Laity	
Male	Female	Male	Female
88%	12%	74%	26%
68%	32%	61%	39%
83%	17%	68%	32%
87%	13%	57%	43%
70%	30%	49%	51%
91%	9%	71%	29%
92%	8%	63%	37%
84%	16%	53%	47%
91%	9%	50%	50%
69%	31%	53%	47%
60%	40%	53%	47%
67%	33%	62%	38%
78%	22%	70%	30%
73%	27%	59%	41%
83%	17%	61%	39%



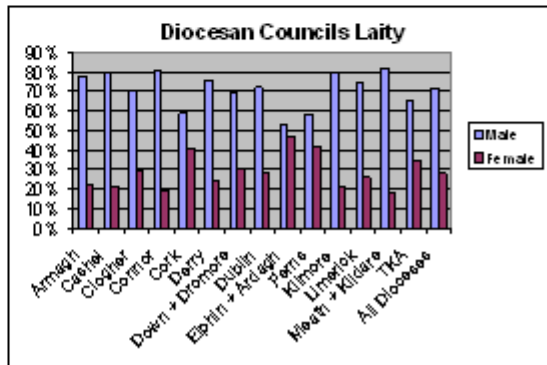
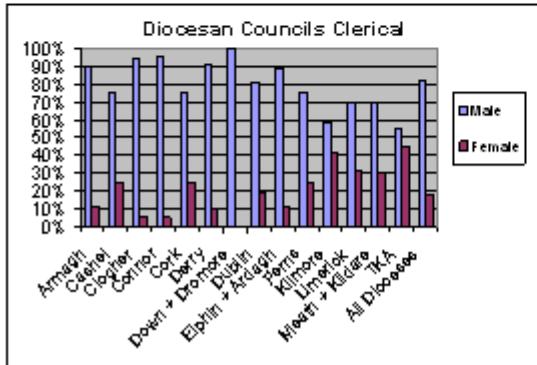
Of course, one does not get elected to this body, unless already on Diocesan Synod. Just very slightly better for women....83% male clergy and 61% male laity!

As a result, gender equality is not evident on our Diocesan committees/Boards etc. in some of the Dioceses.

Diocesan Councils

Diocese	No.	Total	Clerical			Lay		
			Sub-total	Male	Female	Sub-total	Male	Female
Armagh	1	37	19	17	2	18	14	4
Cashel	2	41	12	9	3	29	23	6
Clogher	3	34	17	16	1	17	12	5
Connor	4 (+5)	41	20	19	1	21	17	4
Cork	5	29	12	9	3	17	10	7
Derry	6	58	21	19	2	37	28	9
Down + Droemore	7	40	17	17	0	23	16	7
Dublin	8	46	21	17	4	25	18	7
Elphin + Ardagh	9	26	9	8	1	17	9	8
Ferms	10	36	12	9	3	24	14	10
Kilmore	11	31	12	7	5	19	15	4
Limerick	12	36	13	9	4	23	17	6
Meath + Kilbare	13	32	10	7	3	22	18	4
TKA	14	34	11	6	5	23	15	8
All Dioceses	15	480	206	169	37	315	226	89

Clerical		Lay	
Male	Female	Male	Female
89%	11%	78%	22%
75%	25%	79%	21%
94%	6%	71%	29%
95%	5%	81%	19%
75%	25%	59%	41%
90%	10%	76%	24%
100%	0%	70%	30%
81%	19%	72%	28%
89%	11%	53%	47%
75%	25%	58%	42%
58%	42%	75%	21%
69%	31%	74%	26%
70%	30%	82%	18%
58%	42%	68%	32%
82%	18%	72%	28%

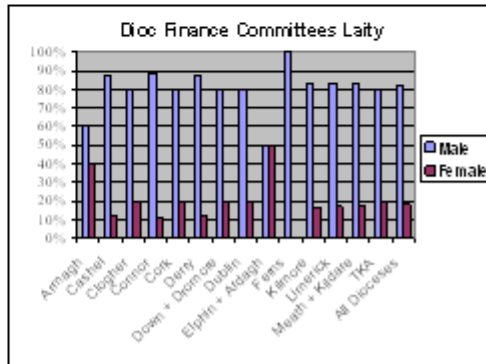
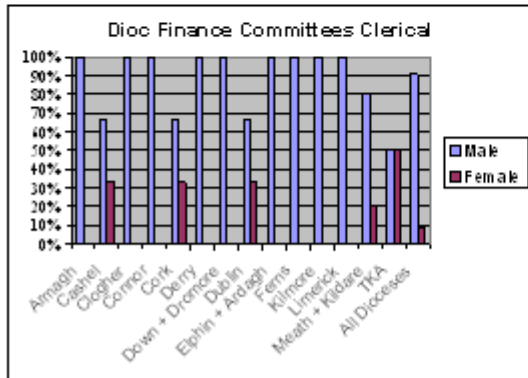


Diocesan Councils 82% male clergy and 72% male laity.

Diocesan Finance Committees

Diocese	No.	Total	Clerical			Lay		
			Sub-total	Male	Female	Sub-total	Male	Female
Armagh	1	10	5	5	0	5	3	2
Cashel	2	11	3	2	1	8	7	1
Clogher	3	9	3	3	0	5	4	1
Connor	4	17	8	8	0	9	8	1
Cork	5	8	3	2	1	5	4	1
Derry	6	17	9	9	0	8	7	1
Down + Droemore	7	14	9	9	0	5	4	1
Dublin	8	8	3	2	1	5	4	1
Elphin + Ardagh	9	8	4	4	0	4	2	2
Ferms	10	8	3	3	0	5	5	0
Kilmore	11	9	3	3	0	6	5	1
Limerick	12	11	5	5	0	6	5	1
Meath + Kilbare	13	11	5	4	1	6	5	1
TKA	14	9	4	2	2	5	4	1
All Dioceses	15	190	67	61	6	82	67	15

Clerical		Lay	
Male	Female	Male	Female
100%	0%	60%	40%
67%	33%	88%	12%
100%	0%	80%	20%
100%	0%	89%	11%
67%	33%	80%	20%
100%	0%	88%	12%
100%	0%	80%	20%
67%	33%	80%	20%
100%	0%	50%	50%
100%	0%	100%	0%
100%	0%	83%	17%
100%	0%	83%	17%
80%	20%	83%	17%
50%	50%	80%	20%
91%	9%	82%	18%

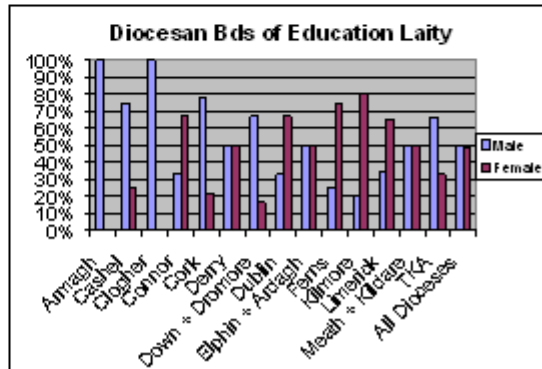
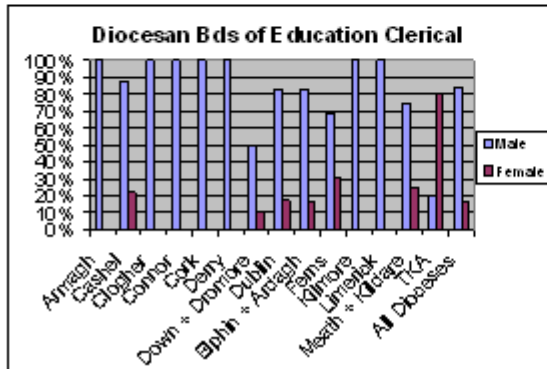


Are women no good on finance?

Diocesan Boards of Education

Dioceses	Total	Clerical			Laiety			
		Sub-total	Male	Female	Sub-total	Male	Female	
Armagh	1	12	7	5	0	5	5	0
Cashel	2	12	8	7	1	4	3	1
Clogher	3	13	8	8	0	5	5	0
Connor	4	10	8	5	3	3	1	2
Cork	5	18	9	9	0	9	7	2
Derry	6	8	4	4	0	4	2	2
Down + Dromore	7	16	11	10	5	6	4	1
Dublin	8	21	12	10	2	9	3	6
Elphin + Ardagh	9	10	6	5	1	4	2	2
Ferns	10	19	7	6	1	12	3	9
Kilmore	11	9	4	4	0	5	1	4
Limerick	12	31	8	8	0	23	8	15
Meath + Kilmore	13	14	8	6	2	6	3	3
TKA	14	8	5	1	4	3	2	1
All Dioceses	15	175	101	85	12	98	49	48

Clerical		Laiety	
Male	Female	Male	Female
100%	0%	100%	0%
88%	22%	75%	25%
100%	0%	100%	0%
100%	0%	33%	67%
100%	0%	78%	22%
100%	0%	50%	50%
50%	10%	67%	17%
83%	17%	33%	67%
83%	17%	50%	50%
69%	31%	25%	75%
100%	0%	20%	80%
100%	0%	35%	65%
75%	25%	50%	50%
20%	80%	67%	33%
84%	16%	50%	49%

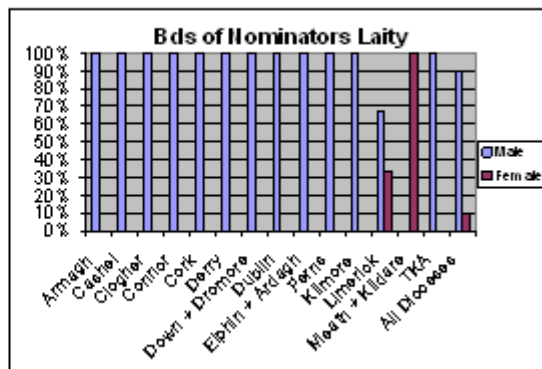
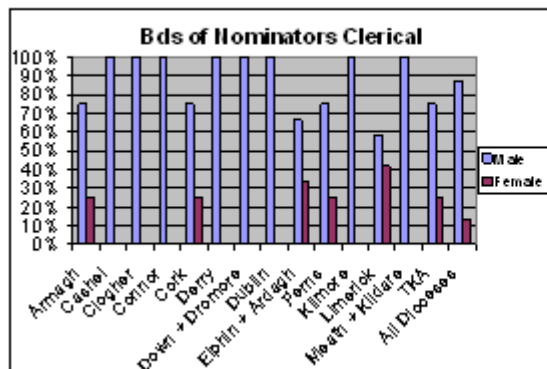


For a long number of years, there is a much, much greater number of female teachers, than male, at both Primary and Secondary levels, in both jurisdictions. Your Grace, is there not ONE woman in Armagh Diocese who cares about, knows about and is passionate about the education of our young people????

Diocesan Boards of Nominators

Dioceses	Total	Clerical			Laiety			
		Sub-total	Male	Female	Sub-total	Male	Female	
Armagh	1	5	4	3	1	1	0	
Cashel	2	5	4	4	0	1	1	0
Clogher	3	5	4	4	0	1	1	0
Connor	4	5	4	4	0	1	1	0
Cork	5	5	4	3	1	1	1	0
Derry	6	10	8	8	0	2	2	0
Down + Dromore	7	10	8	8	0	2	2	0
Dublin	8	10	8	8	0	2	2	0
Elphin + Ardagh	9	5	3	2	1	2	2	0
Ferns	10	5	4	3	1	1	1	0
Kilmore	11	7	6	6	0	1	1	0
Limerick	12	15	12	7	5	3	2	1
Meath + Kilmore	13	5	4	4	0	1	0	1
TKA	14	5	4	3	1	1	1	0
All Dioceses	15	97	77	67	10	20	18	2

Clerical		Laiety	
Male	Female	Male	Female
75%	25%	100%	0%
100%	0%	100%	0%
100%	0%	100%	0%
100%	0%	100%	0%
75%	25%	100%	0%
100%	0%	100%	0%
100%	0%	100%	0%
67%	33%	100%	0%
75%	25%	100%	0%
100%	0%	100%	0%
58%	42%	67%	33%
100%	0%	0%	100%
75%	25%	100%	0%
87%	13%	50%	10%

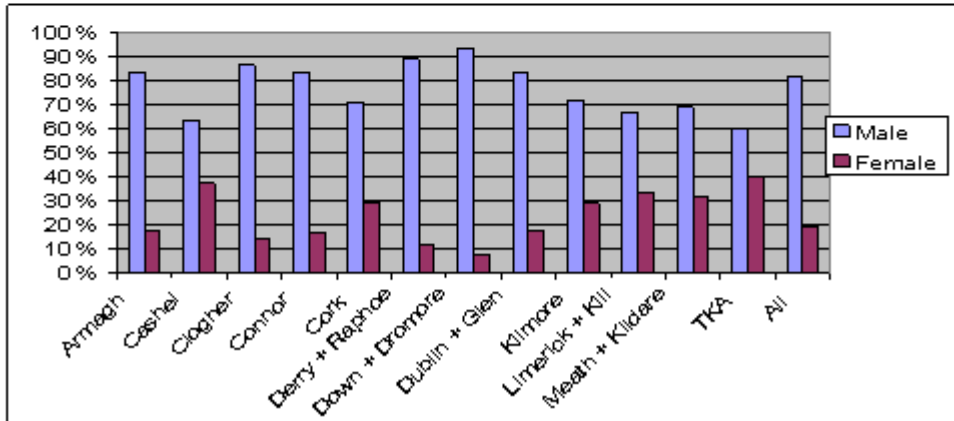


I think that it is very sad that most of our new rectors in parishes are appointed by male Diocesan nominators!!!

Gender of Diocesan Clergy

Dioceses	No :	Clerical		
		Sub-total	Male	Female
Armagh	1	53	44	9
Cashel	2	46	29	17
Clogher	3	29	25	4
Connor	4	101	84	17
Cork	5	31	22	9
Derry + Raphoe	6	52	46	6
Down + Dromore	7	99	92	7
Dublin + Glen	8	77	64	13
Kilmore	9	21	15	6
Limerick + Kill	10	21	14	7
Meath + Kildare	11	16	11	5
TKA	12	10	6	4
All	13	556	452	104

Clerical	
Male	Female
83%	17%
63%	37%
86%	14%
83%	17%
71%	29%
88%	12%
93%	7%
83%	17%
71%	29%
67%	33%
69%	31%
60%	40%
81%	19%



Perhaps we should concentrate more on the Laity than the clergy because some Dioceses do not have very many female clergy, as yet!

The HGIG and I, would like you, the Members of General Synod, to return home to your parishes, inform people about this gender inequality, and encourage women to put their names forward for election to Dioc Synod, and then elect **suitable** women. We do not wish that women be elected/appointed to committees for the sake of gender equality but for ability and suitability. And you also need to inform Dioc Synods and Councils that we do need to implement ACC-13 31b.

Thank you.