

Assessing Areas of Congregational Environments For Female Ministers & Pastors

- **Affirmation and Support of Women in Various Leadership Roles**

- Questions to ask:
 - How long have women been serving as deacons in your church?
 - Have there been any contested votes about women in leadership or negative experiences with women in leadership?
 - Are there any intentional structures in place to ensure women continue to serve in lay leadership roles in an equal and equitable way?

- **Intentionality Around Gender Equality in All Aspects of Church Life**

- Examples of this kind of intentionality include but are not limited to:
 - Use of language*
 - Inclusive songs*
 - Women's experiences highlighted in all aspects of church life*
 - Gender bias training for leadership*
 - Inclusive curriculum*
 - Consideration of gendered ministry groups*
 - Areas of ministry & committee services are not gendered*
 - Restrooms are appropriately outfitted for women & parental caregiving*
 - Dress Codes & Education on sexuality*
- Questions to ask:
 - What aspects of the full life of this church communicate, whether explicitly or implicitly, that women are equal and fully valued for their contributions to the church?
 - Imagination of a visitor's experience

- **Creating Structures, Policies, and Personnel Practices that Promote Empowering Environments for Women**

- By-laws, Operations Manual, Personnel Policies, Clear & Non-hierarchical structures of leadership
- Questions to ask:
 - Has the church done a review of its by-laws since women have begun serving in leadership?
 - Do your personnel policies take into account the needs and lives of women who might be employees of the church?
 - Do you have a parental leave policy?