



## Restoring right relationship

The quality of our relationship with God is reflected in the quality of our relationships with one another and where there is right relationship between women and men, there is simply no room, no space, for gendered violence.

*The Revd Terrie Robinson, Anglican Communion Networks' Coordinator and Women's Desk Officer*

When the Provincial Links of the International Anglican Women's Network met in 2009 they identified the elimination of all forms of violence against women and children as a priority for the advocacy work of IAWN. Since then there has been a growing resolve throughout the whole Anglican Communion to be involved in the elimination of gender based violence – an often hidden and unacknowledged global phenomenon.

This Newsletter highlights the role of Anglican women and the Church in eliminating gender based violence with an emphasis on 'right relationship' in all aspects of our lives together.

**"In penitence and faith we must move forward in such a way that our churches truly become a living witness to our belief that both women and men are made in the image of God."**

*Primates' Meeting, January 2011*

## Transforming communities of faith – becoming living witnesses

### Primates commit to lead in the elimination of Gender-based Violence

Earlier this year, the Primates at their meeting in Dublin committed to providing leadership in the work to eliminate violence against women and girls. They outlined eleven areas for attention:

- Awareness raising
- Advocacy
- Changing attitudes and behaviours that lead to violence
- Care and reintegration into society of victims/survivors of violence
- Work with perpetrators of violence
- Raising the profile of Millennium Development Goal 3: 'Promote gender equality and empower women'
- Affirming and praying for God's blessings on initiatives already in place
- Gathering other church and faith leaders together to discern what might be said and done together
- Training of clergy and pastors so they are aware of the nature and dynamics of gendered violence and how certain attitudes and behaviours can be challenged and transformed
- Developing local, contextual, accessible resources including liturgies
- Through teaching and example, enabling boys, girls, young men and young women to honour themselves and one another as human beings cherished equally by God, and empowered to be agents of change among their peers.

For the full text of the Primates' Letter see [www.aco.org/communion/primates/resources/downloads/prim\\_gbv.pdf](http://www.aco.org/communion/primates/resources/downloads/prim_gbv.pdf).

### 'We Will Speak Out!'

The Anglican Churches of Congo, Burundi and Rwanda are just three of the Provinces which have made concerted efforts to put words into action in collaboration with UNAIDS and Tearfund.

In August, the Archbishop of Congo, the Most Revd Henri Isingoma, hosted a two-venue conference in Goma and Kinshasa which shared the findings of research with national church leaders, NGOs and government ministers and engaged participants in the development of a practical action plan that can be implemented at a local and national level.

Later that same month, the Archbishop of Burundi (below left) and the Archbishop of Rwanda (below right) co-hosted a conference in Bujumbura on the churches' contribution to combating sexual violence.



The conference brought together representatives from the Anglican Churches of Burundi and Rwanda, other faith-based organizations, United Nations agencies, NGOs working in the area of gender-based violence, and representation from the Archbishop of Canterbury's office and the World Council of Churches. The event was opened by the President of the Republic of Burundi, His Excellency Pierre Nkurunziza. The Archbishop of Burundi the Most Revd Bernard Ntahoturi, stressed the importance and impact of the Church working together with a common purpose. In his opening remarks the Archbishop of Rwanda, the Most Revd Dr Onesphore Rwaje called on the Church to rise up to challenges presented by gender based violence and to speak out at all levels of society so that broken lives are healed and peace and hope are restored.

The Programme Development Advisor for Gender with Tearfund UK and Co-Director of Restored, Mandy Marshall, looked at the nature of power and the importance of empowerment of women. She presented a theological perspective on issues of gender focusing on Christ as a model.

Under the themes of leadership, equipping the Church, partnerships, overcoming stigma, creating a safe environment, and behaviour change, participants had the opportunity to discuss the vision and challenges and solutions in order to decide on some strategies for the future.

It was acknowledged that partnerships between the Church and donors, governments, aid agencies and other bodies were essential in order to make progress and mobilize resources. Commitments to support the Church in the future were made by Tearfund and UNAIDS. The conference culminated with a march through the streets of Bujumbura to the Anglican cathedral where a service was held.

## Gender sensitisation in Papua New Guinea

*Vongai Mkaronda, IAWN Provincial Link, reports on a pilot Gender Program in the Diocese of Popondota in partnership with Anglicare and Newton Theological College.*



*Archbishop Joseph Kopapa with Vongai, Steve Raurela (Anglicare StopAids), Stella Kopapa (Diocesan HIV/AIDS Coordinator) and Fr Atkins (Ifrane Mission District)*

On 8 June 2011 a Gender Sensitization Workshop was conducted at the Christian Training Centre for the Ifane Mission District of Popondota Diocese. Attended by 35

community and chapel leaders with 27 other interested observers it was part of the Anglican Church in Papua New Guinea's Gender Program which calls for dioceses to be at the forefront of gender work. The ACPNG Gender Policy envisions complete change of heart, mind and attitude to enable respect, equal participation and shared leadership in all aspects of the Church's ministry.

Archbishop Joseph Kopapa, in his opening remarks said that, "the Church needs to take the challenge by owning the Gender Policy and participate without any reservation in ensuring the body of Christ is gender sensitized and inclusive; enabling the gifts of God to fully manifest through gender equality and participation for the strengthening of the body of Christ. The ACPNG is proud to be the first Christian Church in PNG to have a policy on gender. However, the Gender Policy will remain only a paper if the church as a whole does not take any action in implementing it. This workshop is a first step in implementing the Policy and ensuring the Church as the centre for gender justice." The Archbishop emphasised the need to especially focus on the family unit in this work, as the family is the foundation of a healthy and prosperous society and base for avoiding and addressing all issues that are gender related.

The Workshop helped participants understand what is meant by 'gender' and identify gender issues in their homes and communities, including those associated with violence, alcohol abuse, finance and literacy. They were able to determine where their communities stood with respect to these issues and identify areas for future effort. The result was a commitment by the community and church leaders in the Ifane Mission District to combat gender injustices through collaboration with other groups with expertise.

From this pilot Workshop, the Gender Program will devise training programs for leaders on Violence, Alcohol and Drug Abuse, and Financial Literacy in conjunction with other agencies. In acknowledgement of the need to seek out what the Bible says on understanding issues of gender the participants also decided to seek the help of Newton Theological College to develop theological training materials on gender.

## Gender audit in Scotland

The 14<sup>th</sup> meeting of the Anglican Consultative Council in 2009 resolved to urge full implementation of ACC-13 Resolution 13.31 (equal representation of women and men in all decision-making bodies) and for Provinces to report further progress to ACC-15.

*Elaine Cameron, IAWN's Provincial Link for the Scottish Episcopal Church (SEC) reports on the Gender Audit Report she authored and presented to SEC's 2010 Synod.*

Research for the Gender Audit Report was based on methodology similar to that used by the United Nations when addressing issues of discrimination: collecting data about women's participation in the life of the church; analysing this data so as to explore possible hindrances to, and resolutions for, broader participation, including setting of measurable goals; and provision of ways to measure accountability to aid achievement.

The Report highlighted that it is globally recognised that sustainable development cannot be achieved without gender equality. Indeed, when religious institutions exclude women from any area of Church life, the inevitable implication is that females are inferior and the life and work of the Church becomes compromised. Women's experience, along with that of men, provides a fuller experience to inform decisions about who we are and how we best exercise God's mission throughout the world.

The Report challenged the Synod to take up the Gospel challenge for the Church to provide leadership in demanding justice including gender justice. While such issues are often seen to be matters for the developing world, imbalanced power relationships found in the developed world – including the Church - are also matters of gender equality. Matters of equal access to education, inclusive language and equal salaries all form the universal challenge of gender justice.

“Gender equality exists when men and women have equal opportunities, rights and status.” Gender equality is achieved through right relationship when men and women work together free of dominance and discrimination.

A commitment to inclusive language is a vital and powerful first step and a clear indication of intent to honour our equal naming in baptism. A commitment to having equal numbers of women and men on our decision-making bodies is a witness to that.

“Language really does impact the way we pray and the way we perceive ourselves, God, and our inter-relationships”

### **Why a Gender Audit?**

**In seeking wholeness for women and men, a gender audit is a way of revealing the reality of women's structural involvement in our church.**

Other Gender Audits in line with ACC resolution 13.31 and the follow up at ACC14 have been carried out in the Church of Ireland and the Church in Wales.

### **In Ireland**

*Doris Clements, IAWN Provincial Link, reports:*

In the Church of Ireland, a gender audit was made of all dioceses. The data was collected in table form and the results shown as graphs. This highlighted the extent to which women were represented on decision-making bodies across the Church:

- Women members of diocesan synods is 39 per cent.
- Women members on General Synod is 33 per cent.
- Overall membership of financial groups for women is 19 per cent.

Equal representation of women cannot happen overnight but only with a consistent and intentional commitment and strategies.

### **In Wales**

*Mary Stallard, IAWN Provincial Link, reports:*

The Welsh Church has developed an Equal Opportunities Policy including a call to “counteract the effects of discrimination through language”.

## **Working with child and young sex workers in Zambia**

*Fr Dennis Milanzi reported on the Tasintha – St Paul's Anglican Children Project that works with young sex workers 12 to 24 years old in the Eastern Province of Zambia.*

The Tasintha – St Paul's Anglican Children Project project seeks to reduce the spread of HIV among young sex workers who are living in hazardous situations of prostitution, sexually transmitted infections and HIV/AIDS. As well as providing information on HIV prevention the programme also teaches economic empowerment skills in entrepreneurship.



Rehabilitation is promoted through education and enabling strategies by which victims of prostitution can reclaim their lives, get medical care and find other ways of generating income.

As at June 2011, the Tasintha Project had trained 75 female sex workers in behavioural change and entrepreneurship skills based in African values which promote self-belief, courage, perseverance and build on the realization of economic dreams and achievement of their life goals.

## **Training women for leadership in Jordan**

*Leila Diab, IAWN Provincial Link for Jerusalem & the Middle East reports:*

Fifty women from the Diocese of Jerusalem & the Middle East met earlier this year in Marka, Jordan, for Training in Leadership Workshop.

Focusing on communication skills and networking the workshop helped women in the church be more confident and effective members of their churches and communities.

The workshop was also an opportunity to highlight issues of concern to be placed on the agenda for future discussion at the Province's 2012 General Assembly Meeting in Amman, Jordan – including Arab Christians in the Middle East, more involvement of women's work in the life of the Church, and gender and family violence.

## **A woman priest for the Middle East**

History was made on 5 June 2011 when the Revd Catherine Dawkins was the first woman to be ordained in the Middle East at St Christopher's Cathedral, Manama, Bahrain. Catherine and her husband, Nigel, were Anglican

chaplains in Yemen but relocated to Dubai after the situation in Yemen deteriorated earlier this year. Catherine has now taken up a post at Christ Church in Jebel Ali, Dubai.

## **Cathedral service for victims of domestic abuse**

Preparations are being made at the Anglican cathedral in Liverpool, England, for a service to lift up in prayer all those who have been subject to domestic abuse. The service will take place in the cathedral's Lady Chapel on 12 November and is being organised by Canon Cynthia Dowdle, IAWN's Provincial Link for the Church of England and Canon Chancellor of the cathedral.

"Domestic abuse is something that transcends age, social class and situation", writes Cynthia. "One in four UK women will suffer from domestic abuse at some point in their lifetime."

"This service is a chance for survivors of domestic abuse to come together, acknowledge what has happened in the past, and look forward to the future with hope, knowing that they have the support of others."

## **'Embracing Human Dignity', Cape Town**

St George's cathedral in Cape Town, South Africa, marked Women's Day with a service that gathered people from the three Cape dioceses - Cape Town, False Bay and Saldanha Bay. The service culminated in Archbishop Thabo Makgoba and the diocesan bishops signing the White Ribbon pledge 'not to commit, condone or remain silent about all forms of gender-based violence'.



The Revd Cheryl Bird, the Anglican Church of Southern Africa's gender desk officer reflected "...together we are given an opportunity to embrace our human dignity and to explore afresh what it means to be created and recreated in God's image."

The White Ribbon campaign has a number of national websites with excellent resources. These are listed on IAWN's website at:

[http://iawn.anglicancommunion.org/resources/document\\_s.cfm#s3](http://iawn.anglicancommunion.org/resources/document_s.cfm#s3). The campaign was initiated by a group of Canadian men in 1991 on the second anniversary of the massacre of 14 women by one man in Montreal.

The intention of the campaign is to encourage and resource men to speak out against violence against women.

## **'Called to Serve', The Episcopal Church**

*From Helena Mbele-Mbong:*

'Called to Serve' is a first report on a comparative study on the careers of clergy men and women in The Episcopal Church (TEC). See

[www.episcopalchurch.org/80263\\_127424\\_ENG\\_HTM.htm](http://www.episcopalchurch.org/80263_127424_ENG_HTM.htm).

As well as examining service and compensation gaps between clergy men and women, "formal structural barriers" and the "subtle steering currents" affecting the career paths of women clergy were also considered. The report concluded that despite the great progress for women in the nearly 40 years since women have been ordained priests in TEC, women continue to face inequality in career paths, stipends and opportunity to leadership roles.

In response to the report, the TEC Committee on the Status of Women raised questions about how the Church encourages and mentors young women for leadership and how their call to ministry is being fostered.

## **'Women and Girls: Created in the Image of God'**

*Barbara Pace from TEC reports:*

In April over 180 people attended the first Conference of The Women's Commission of the Diocese of Long Island in the USA, entitled 'Women and Girls: Created in the Image of God'.

The Commission seeks to raise awareness of issues affecting women and girls through prayer, study and education by focusing the attention of the Diocese on the implications of the Baptismal Covenant's commitment to "respect the dignity of every human being" in seeking justice for women and girls locally, nationally and internationally.

## **The Sixteen Days Against Gender Violence 2011**

**"From Peace in the Home to Peace in the World: Let's challenge militarism and end violence against women."**

Beginning 25 November and running through to 10 December, this year's 16 Days Campaign will highlight five issues identified as priorities for the elimination of violence against women:

- Bringing together women, peace, and human rights movements to challenge militarism.
- Proliferation of small arms and their role in domestic violence.
- Sexual violence in and after conflict.
- Political violence against women, including Pre/During/Post-election violence.
- Sexual and gender-based violence committed by state agents, particularly the police or military.

While we need to focus on issues most relevant to our own local context, we are asked to connect with and support the international theme.

## Resources for the 16 Days Against Gender Violence

⇒ **We Will Speak Out** [www.wewillspeakout.org](http://www.wewillspeakout.org): A challenge to the churches to no longer remain silent and act on the issue of sexual violence. The We Will Speak Out movement emerged from the Tearfund report 'Silent No More: The untapped potential of the church in addressing sexual violence' which summarises research in Rwanda, Liberia and the Democratic Republic of Congo but makes recommendations relevant to churches in all societies.

⇒ **Restored** [www.restorerelationships.org](http://www.restorerelationships.org): An international alliance to transform relationships and end violence against women.

⇒ **'The Empty Chair'**: a play reading on domestic violence. Performed at this year's General Synod of the Scottish Episcopal Church, the play was locally written and focuses on the need for all church members not only to be aware of the invasive extent of domestic abuse, but also to appreciate that churches can work together to support victims and challenge perpetrators. For more details contact Ann Skamp on [annskamp@aapt.net.au](mailto:annskamp@aapt.net.au).

### ⇒ The Tamar Campaign

<http://www.fecclaha.org/index.php?page=tamar-campaign> and <http://ujamaa.ukzn.ac.za/Practical.aspx>: a contextual Bible study tool towards preventing and ending gendered violence.

### ⇒ Episcopal 16 Days Resource Booklet

<http://episcopal16days.wordpress.com/episcopal-16-days-resource-booklet>: Prayers for each of the 16 days as food for reflection and action.

⇒ **The Resources and Links sections** of IAWN's website at

[http://iawn.anglicancommunion.org/resources/document\\_s.cfm](http://iawn.anglicancommunion.org/resources/document_s.cfm) and

<http://iawn.anglicancommunion.org/links/index.cfm> continue to gather theological and practical materials and models of practice working against gender based violence that could be adapted to local contexts.

## Background to the 16 Days

In 1999, the United Nations General Assembly designated 25 November as, and invited governments, international organisations and community organisations to organise activities on that day to raise awareness of the issue. The white ribbon was adopted as the day's symbol.

The 16 Days of Activism against Gender Violence campaign originated in 1991 at the Center for Women's Global Leadership based at Rutgers University in the USA. The campaign runs from 25 November (International Day for the Elimination of Violence against Women) to 10 December (Human Rights Day).

During this period, activities highlighting the problem of violence against women are organised daily.

Other international days observed during the 16 Days campaign include World AIDS Day (1 December), International Day for the Abolition of Slavery (2 December), and International Day of Disabled Persons (3 December).

## Climate Funds and Women

### 'Governing Climate Funds: What will work for women?'

A report published by ... September 2011.

[www.genderaction.org/publications/11/climate-funds-for-women.pdf](http://www.genderaction.org/publications/11/climate-funds-for-women.pdf).

"As the international community mobilizes in response to global climatic changes, climate funds must ensure the equitable and effective allocation of funds for the world's most vulnerable populations. Women and girls, disproportionately vulnerable to negative climate change impacts in developing countries, have largely been excluded from climate change finance policies and programmes."



This report recognising women and girls as essential agents in climate change interventions and the necessity of gender integration in global finance mechanisms.

## Flashmob against trafficking

*From the Oxford diocesan newspaper, Church of England:*

City-centre shoppers in Oxford, England, were shocked to see girls in cages apparently being auctioned off to passers-by. They were even more startled when members of the crowd donned blindfolds and froze on the spot for five minutes.



This 'flashmob' action was held on 18 October, the UK's Anti-Slavery Day, and its message was 'don't be blind to trafficking'. The event was organised by Oxford Community Against Trafficking, a group set up by members of local churches who want to open the public's eyes to this modern day slavery.

According to the UK Home Affairs Committee there are at least 4,000 sex trafficking victims in the UK. The majority are girls aged 12-25.

More information at [www.oxcat.org.uk](http://www.oxcat.org.uk).

## Introducing . . .

**Basanti Sangma**, IAWN's Provincial Link for the Church of Bangladesh.

Now living in Dhaka, Basanti is from the Garo tribe in northern Bangladesh.

She is responsible for organising programmes and providing support for the Ministry of Women and Children in the two Dioceses in the Bangladeshi church. Women have significant roles in parishes and are involved in many aspects of church activities including parish committees where 30 per cent of membership is reserved for women.



Bangladesh is one of the world's most densely populated countries with 49 per cent living below the national poverty line and child malnutrition rates of 48 per cent - the second highest in the world.

The low status of women in Bangladeshi society often leads to a disregard for women's rights or equality both within the home and wider community. Access to education, health care and financial resources is difficult for many women and young girls. There is a high rate of early marriage often to decrease the economic burden on a household, and strong cultural pressures against women participating in public life. Violence against women, especially domestic violence, is common with laws difficult to enforce due to traditions and family customs.

The improvement in access to education, especially for girls, is gradually addressing these issues and helping secure a more active role for women. The National Women's Development Policy is an important step forward to ensure Bangladesh's women enjoy equal rights with men politically, economically and socially.

**Carole Hughes**, IAWN's Provincial Link for Aotearoa, New Zealand and Polynesia.



Carole is a priest and Archdeacon for the central Auckland region where she supports ministry development and more effective ministry and mission. She also is Convenor of the General Synod Centre for Anglican Women's Studies set up to serve and to advance women in the Church, particularly those

undertaking theological training.

"Women remind the wider church about our mission to respond to the poor", says Carole. "To tell and value women's stories as part of the wider story is vital."

Carole also highlights the need for good role models of women in leadership and for women to be nurtured and elected into leadership positions. Attitudes towards women in leadership, however, still require to be challenged in a church known for having the first diocesan woman bishop and yet today having only one woman bishop two decades on.

## Congratulations!

### ... to the Anglican Church of Korea

A ceremony to celebrate the 10<sup>th</sup> anniversary of women being ordained into the Anglican Church of Korea was held on 10 April with the Reverend Margaret Rose (TEC) attending as a special guest. The day marked not only a point of thanksgiving but a time to reflect on areas still needing to be addressed in order that women and men in the South Korean Church can together witness to right and equal relationships.

### ... to Marge Christie

Marge Christie, a lay leader in The Episcopal Church in the USA, was honoured on 14 June 2011 at a USA National Council of Churches "Circles of Names" gathering in New York where women's leadership in faith communities was acknowledged.

Marge has been an inspirational role model for many in IAWN - especially attendees at the United Nations Commission on the Status of Women - and we are thrilled to see her recognised in this way. For the full story see

[www.episcopalchurch.org/80263\\_128706\\_ENG\\_HTML.htm](http://www.episcopalchurch.org/80263_128706_ENG_HTML.htm).



**If you have comments or an item you would like to be considered for the next issue of IAWN News, please send them to [annskamp@aapt.net.au](mailto:annskamp@aapt.net.au).**