



Inclusion Matters

The General Commission on the Status and Role of Women

What is Inclusion

- ▶ **Inclusion** involves bringing together and harnessing diverse perspectives and resources in a way that is beneficial. Inclusion actualizes the concept and practice of diversity into operation by creating an environment of involvement, respect, and connection—where the richness of ideas, backgrounds, and points of view are harnessed to create value and overall success.
- ▶ **Inclusion** creates space for everyone by providing equal access, opportunities and voice to every person who is in the room.



Success
Practices
Teams
Pride
Difference
Inclusion
Unity
People
diversity
Beliefs
Equity
Behavior
Values

What's the difference between diversity, equity, and inclusion?

- ▶ Diversity speaks to the representation of different people such as race, age, national origin, ability, etc.
- ▶ Inclusion speaks to the intentional efforts to welcome diversity. It is the efforts taken to create and maintain an environment that is open and welcoming for everyone.
- ▶ Diversity is who we are; Inclusion is what we do.
- ▶ For example, you can have women included in a committee meeting that speaks to the diversity of gender and equity. When women are included in decision-making and their perspectives shared, that is inclusion. There can be diversity with little or no inclusion.
- ▶ Full Inclusion is the goal.



DI·VER·SI·TY

All the ways in which people differ.



EQ·UI·TY

Fair treatment, access, opportunity, and advancement for all people. One's identity cannot predict the outcome.



IN·CLU·SION

A variety of people have power, a voice, and decision-making authority.

Source: *Inclusion by Design: Insights from Design Week Portland*; Gensler



Why Your COSROW* Should Be Inclusive

- ▶ Your COSROW committee should be reflective of the diversity in your annual conference.
- ▶ Consider what voices are missing from the table of your committee.
- ▶ How can you engage more persons from diverse backgrounds?

*Committee on the Status and Role of Women



How Inclusion Improves Your Committee

- ▶ Enhances strategic planning when there is a diversity of ideas, values and beliefs being considered.
- ▶ Expands the vision of the committee and increases resources among members.
- ▶ Educates members of your annual conference of issues that pertain to women in the church.
- ▶ Informs the cabinet and conference of any disparities observed and celebrates achievements with inclusion.

Inclusion Matters Across the Church

- ▶ The UMC membership is at 57% women. However, women only represented 36% of the 864 delegates to the General Conference (GC2019). Annual conferences may have similar numbers.
- ▶ Data analysis shows that in 2020, United States clergy were 32% women and 68% men (GCSRW 2021 Clergy Compensation Study).
- ▶ In 2020, on average, UMC clergywomen received eighty-nine cents for every clergyman's dollar in salary (GCSRW 2021 Clergy Compensation Study).



An Active and Inclusive COSROW Can Make A Difference!

- ▶ Highlighting concerns of women both clergy and lay.
- ▶ Analyzing clergy appointment and compensation data in your annual conference by gender.
- ▶ Supporting women as delegates and clergy.
- ▶ Supporting women who are interested in the episcopacy.
- ▶ Providing connections for women and our partners across the annual conference.



Inclusion Matters Across the Church

- ▶ Special attention is needed to ensure every voice (male/female) is heard during legislative sessions.
- ▶ Notice should be given to ensure inclusive language is used for people and when referencing God.
- ▶ COSROW Monitoring can help committee chairs be mindful to ensure balance, equity, and fairness in their processes

Full Inclusion Makes the Church a Better Place for All of Us...

