



Gender Justice Report to ACC-18

December 2022

1. The Director for Gender Justice (DfGJ) works to achieve equality between men and women through the transformation of relationships. Working with both Anglican and ecumenical partners across the world, the work focuses on promoting gender justice, preventing gender-based violence and promoting care for survivors. This work takes place at every level of the Communion and with both governmental and non-governmental bodies, including high level fora such as the United Nations. The Director for Gender Justice is the lead Director to the International Anglican Women’s Network, International Anglican Family Network and the Safe Church Commission. This work was conducted online for 18 months to COVID-19.
2. To begin to measure the work, a baseline survey on the knowledge, attitude, and practice (KAP) on the ACC resolutions relating to gender was undertaken in all provinces in June/July 2021. 31 provinces responded to the survey which asked whether the province was aware of the ACC resolutions on gender, did they agree with them, and were they implementing them. The results are as follows:

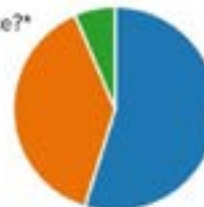
Q1. This Province knows about the ACC resolutions on gender?

● Fully Aware	16
● Partially Aware	11
● Unaware of the resolutions	4



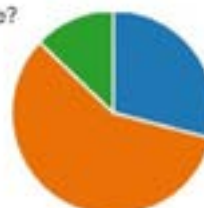
Q2 This Province agrees with the ACC resolutions on gender justice?*

● Fully Supported	17
● Partially Supported	12
● Do Not Support	2



Q3 This Province is implementing the resolutions on gender justice?

● Fully Implemented	9
● Partially Implemented	18
● Not Started to Implement	4



ACC Resolutions on Gender Justice
The ACC has recognised the need for the Anglican Communion to address gender justice, and take its place in serving the wider world, as expressed in its concerns and intentions in a number of ACC resolutions. These include:

- 13:31 Provide equal representation on each Anglican body of men and women and provide a gender focal point in each province. (2005)
- 14:33 Supports ending violence against women and allocating financial resources to do so ensuring gender budgeting
- 15:7, 10 Ending gender based violence and trafficking, supporting theological work on gender justice and appropriate materials
- 16:2 & 3 Reaffirms commitment to gender equality and justice with provinces offering financial support
- 17:2 & 3 (2019) Appoint a provincial link, and equipping God’s people for gender justice

*After the first question a list of resolutions (right) was provided to enable respondents to reply to the further questions

'The need for awareness on gender justice cannot be over emphasised. This Province needs a lot of help in running programmes that foster a good understanding of gender justice both socially and theologically. A deliberate policy ought to be mooted to allow for training of gender justice in our seminaries and theological schools. Furthermore, conferences/ workshops ought to be held for different church groups including clergy on gender equity. Unfortunately, financial resources always stand in the way of carrying out these programmes. The need for gender equality is great in the Province in terms of awareness and implementation.' Bishop William Mchombo, Province of Central Africa, Gender Justice survey.

3. The results show that there are some significant barriers to overcome to ensure that gender justice is achieved across the Communion. For example, whilst some provinces fully support the resolutions, they have not yet fully implemented them. There is also the direct barrier that a substantial number of provinces remain unconvinced about the resolutions, at least in part. There is clearly a need to raise awareness on gender justice and the resolutions, with an intentional focus on their implementation. As Bishop William Mchombo states, there is also a need to finance such intentional work.
4. Key publications since ACC-17 have been the resources 'God's Justice: Theology and Gender Based Violence' and 'Domestic Abuse and COVID-19: How Churches Can Respond'. God's Justice was produced in collaboration with theologians across the Anglican Communion. The resource explores a theological basis for preventing and ending gender-based violence, how prevalent an issue it is and outlines how Christians and churches can respond. It is a practical resource that can be used in small groups or for self-reflection. It has been translated and is available in English, French, Portuguese, and Spanish. The Domestic Abuse resource was produced in 2020 in response to the COVID-19 pandemic and the resultant increased levels of domestic abuse. Rev'd Dominic Misolo in Bondo Diocese, Kenya distributed this resource to 278 men attending the men, masculinity, and gender-based violence training. This resource is available in nine languages, Arabic, English, French, Hindi, Juba Arabic, Kiswahili, Korean, Portuguese and Spanish.
5. The United Nations Commission on the Status of Women continues to provide the Anglican Communion with an opportunity to ensure Christians and churches are included in the response to ensuring gender equality and justice globally. Due to the COVID-19 pandemic, the UN CSW has been mostly online with the 2020 session reduced to one day. The NGO forum has also been conducted online with the advantage of making the NGO CSW much more widely available and accessible than before. The online approach has enabled many webinars to be hosted with Anglicans able to join in during their own time zone. There has also been a forged collaborative approach with the Mother's Union on delegations as well as linking up other UN meetings and ensuring cross-over of advocacy and lobbying. For example, the theme of 2022 was Climate Change, Environment and Disaster Risk Reduction. Aiming to build on the COP26 the previous December, delegates were selected for their involvement in environmental issues and COP. This worked well and Green Anglicans were represented by Rev'd Rachel Mash at both events.

6. The 16 Days of Activism continues to be a key focus each year to raise awareness of the ever pervasive and insidious issue of gender-based violence. Taking place each year from the 25th November until Human Rights Day on the 10th December a number of dioceses and churches around the Communion mark the time in different ways. Young people have submitted films, training workshops, marches, red chair project, social media campaigns etc. The International Anglican Women's Network play a key part in raising awareness and encouraging churches to participate.
7. The Lambeth Conference provided a key opportunity for connecting with Bishops regarding gender justice issue within their provinces. The DfGJ conducted seminars on Gender Justice, Menstruation and Safe Church, alongside a plenary on safeguarding and safe church and spouses' sessions on identity, spouse's role and menstruation. In addition, support was given to the Women on the Frontline initiative. Resources and staffing the stands on IAWN, IAFN, and Safe Church Commission created an excellent opportunity for networking and discussion. This will inform future strategy as there was considerable demand. The Gender Justice seminar opened up opportunities for others to showcase their work. Films from the Diocese of Melbourne, demonstrating a structural response to preventing and ending GBV, and Bondo Diocese, working with men to end GBV, were well received. The work of the Mother's Union, Women on the Frontline and IAWN was also shared.
8. A visit to the Anglican Church of Canada in Oct/Nov 2022 displays how the role of DfGJ can serve the provinces around the Communion. At the request of Primate Linda Nicholls, the focus on the trip was safeguarding and trauma informed care for survivors of abuse. Taking place weeks after the James Smith Cree Nation multiple killings, and in the light of the Church Too movement the province arranged webinars, training and talks with the House of Bishops, Council of General Synod, Diocesan Secretaries and Chancellors so that they all were aware and could respond as a whole church. This included an intention to adapt and adjust policies and procedures to be more trauma informed in their approach and response. In another example the Church of Ireland produced a training series on preventing and ending gender-based violence. The Director for Gender Justice contributed to this via a filmed session on 'Gender Based Violence - A global Anglican Communion response'. This pilot course will be assessed to explore whether it can be opened to other provinces in the future.
9. Collaboration with the Mothers' Union, Anglican Alliance and Women on the Frontline, continues to be fostered especially regarding gender-based violence and safeguarding. In addition, maintaining and growing relationships with ecumenical and faith based organisations continues ensuring collaboration and cooperation on gender justice issues. The DfGJ provides expertise, advice, experience and advocacy networking with the aforementioned Anglican based charities and also World Council of Churches, the Christian Network for Ending Domestic Abuse (CNEDA), Side by Side (SBS), Act Alliance, and others working in the international area.
10. The DfGJ continues to provide expert advice, guidance and strategic direction as the link Director to the IAWN, IAFN and Safe Church Commission.

11. As a result of the ACO review, the DfGJ was required to source 30% of the funding for this work. This figure has been achieved for 2022. This rises to 50% in 2023. The Standing Committee need to make a strategic decision on whether this role will continue beyond ACC18 and, if so, what core funding will be allocated to enable the work to continue, noting that fundraising takes 10-20% of the post holder's time.
12. The work of gender justice is mostly undertaken by women, resulting in a perception that it is a women's issue. However, challenging the social, cultural and religious norms which create unjust outcomes for women and girls, and stereotypes men and boys, is an essential part of our discipleship to Christ.

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