

GLOSSARY

ABLEISM: The systematic discrimination, exclusion and oppression of people with mental and physical disabilities.

AGENCY: The capacity, condition or state of acting or of exerting power.

ANDROCENTRIC: Focused or centered on men.

BIAS: This term refers to prejudice in favor of or against a person or group and is often unfair or based on stereotypes. Bias can be implicit or affect decisions and assessments in an unconscious manner. Descriptive bias has to do with the way we describe large and diverse groups of people in oversimplified generalizations. Prescriptive biases are based on assumptions about how women and men should act and be in the world.

BIBLICAL HERMENEUTICS: Hermeneutics refers to the study of interpretation and interpretation methods. There are many methods for interpreting or understanding Scripture.

BIOLOGICAL CHARACTERISTICS: The physical and physiological traits that we often associate with either males or females, but observation and research show that such physical and physiological traits do not exclusively belong to one or the other. These traits include not just genitalia but also body hair, facial hair, height, muscle mass, body fat, body shape, breast tissue and the size of hands and feet, to name a few. These traits often shape how people are perceived or identify in terms of their gender.

CISGENDER OR GENDER-CONFORMING: This is an umbrella term for those whose gender expression and gender identity are congruent with their biological characteristics or the gender they were assigned at birth. This term generally applies to anyone who is not transgender. (See also transgender.)

COVENANT: This is an agreement or promise, often of a formal nature. In Scripture, there are many covenants, but the most prominent covenants are between God and God's people.

DISCERNMENT: A term used to indicated the process of listening for God's Word to us.

DOMINANCE: A word that refers to holding power or superiority over others.

EQUALITY: The state of all people being equal or the same or having the same ability or resources to meet a challenge. This especially refers to rights or opportunities.

EQUITY: Fairness or justice in the way people are treated that is not dependent on uniformity and might take several factors into account.

EXEGESIS: A critical explanation or interpretation of a text. In this study, this refers to scriptural texts.

EXPANSIVE LANGUAGE AND IMAGERY: Inclusive language refers to the inclusion of all genders when referring to humanity or God. Expansive language for God also includes language and imagery that is not limited to what is human. The Bible includes examples of both inclusive and expansive language.

FEMINIST THEOLOGY: A theological approach shaped by the experience of women and that puts the well-being of women and girls at the center of expressions of faith. Sometimes the term is applied in a generic sense to any writing that supports the well-being of women and girls, but in the United States it specifically describes theological work done by, for example, Euro-American, Asian, American Indian and some Black women. (See also *mujerista* and *womanist* theology.)

GENDER NON-CONFORMING: The term refers to people whose gender identity, gendered way of acting in the world and biological characteristics do not completely fit with the dominant and expected ways of acting as a man or a woman. There are many identities and experiences included under the umbrella of gender non-conforming, for example, those born with ambiguous genitalia or those who do not express their gender in expected ways.

GENDER: Categories into which cultures/societies separate behaviors and characteristics that are usually considered masculine or feminine. The most common gender identities are woman and man, but other identities exist and are becoming more widely used and understood.

HETERONORMATIVE: A belief system that treats heterosexual attraction and relationships as the superior way of being.

HETEROSEXISM: The systematic discrimination, exclusion and oppression of people who are not heterosexual. This includes the presumption that heterosexuality is superior to all other sexual orientations.

HYPER-MASCULINITY: A term for exaggerated masculine behavior or traits that emphasizes physical strength, aggression and sexuality.

INTERSECTIONALITY: Human identities that are tied to systemic privilege and oppression can intersect with one another and thus shape the unique ways that people experience aspects of life. These identities have to do with sex, gender, sexual orientation, age, ability, race, ethnicity, nationality/citizenship, social class, economics and religion, to name a few. For example, this means that the gender-based violence and oppression experienced by a lesbian woman of color will be different than that experienced by an economically impoverished gender non-conforming white person. All human identities and all forms of privilege and oppression are made up of many intersections.

INTERSEX: A term that can refer to a variety of conditions in which a person is born with sexual anatomy or reproductive organs that do not fully fit the typical definitions of female or male.

JUSTICE: Generally, justice refers to an underlying sense of fairness, right treatment and reciprocity. When someone uses the word, that person may have a particular kind of justice in mind. Some of these include: retributive justice, corrective justice, distributive justice, restorative justice, structural justice, fair or equal treatment under the law, ending oppression based on power differences or biblical righteousness. In this document, the term justice emphasizes the latter half of these meanings but always with the biblical emphasis on justice as right relationship with God and within community.

JUSTIFICATION: The act of being made right with God. The central Lutheran teaching is that we are justified, or made right with God, by God's grace through faith in Jesus Christ.

LAW AND GOSPEL: Law and gospel, also referred to as command and promise, are central principles used by Martin Luther and the Lutheran Confessions to interpret and apply the Scriptures. Both law and gospel are God's Word. The terms refer not only to the content of the Scriptures but to how God's Word affects us when we read or hear it. God's law addresses us in two ways or "uses." One provides direction for how we are to live in society; the other exposes our sinfulness and puts the old creature to death. The gospel is the good news of Jesus Christ which we receive through faith as the gift of forgiveness and new life.

LGBTQ: These letters stand for lesbian, gay, bisexual, transgender and queer or questioning. The term is an inclusive way of referring to a community of people or a person. Sexual orientation—gay, lesbian, bisexual—describes attraction. Gender identity—transgender and queer—refers to expressions of gender. Some other variations include LGBTQIA2 or LGBT.

LIBERATION THEOLOGY: A theological approach shaped by the experience of marginalized people and groups and committed to justice; it originated in Latin America among Christian communities. Liberation theology is informed by social analysis and is committed to action, sometimes referred to as liberative praxis.

LUTHERAN CONFESSIONS: Documents written by Lutheran reformers during the 16th century that provide a foundation for Lutheran theology and practice. The first and primary Lutheran Confession for the ELCA is the Augsburg Confession. The other documents contained in the Book of Concord, including the Large and Small Catechisms, are also accepted as Confessional writings.

MALE PRIVILEGE: (See "privilege.")

MINDSET: A frame of reference or an established set of attitudes held by someone.

MISOGYNY: The dislike of or contempt for women; literally, it means hatred of women.

MUJERISTA THEOLOGY: A theological approach shaped by the experiences of Latina women. The term comes from "mujer," the Spanish word for woman. Mujerista theology is one type of liberation theology.

NEIGHBOR JUSTICE: A tool proposed in this study for scriptural interpretation that emphasizes seeking the neighbor's good for the sake of justice for all.

NORMATIVE: A word implying, creating, or prescribing a norm or perceived standard, especially related to behavior.

PATRIARCHY: The social, institutional, legal, political, educational, economic, religious and interpersonal systems of society that benefit men and the interests of men with status and power. While all people within a patriarchal system participate in it, the system functions with men at the center. This means that, sometimes unconsciously, people participate in systems that control and oppress women, girls, LGBTQ people and others who do not fit society's ideas of maleness and masculinity.

PRIVILEGE: Advantage or special treatment of a group or individual that is unearned.

SEXISM: Sexism is that which promotes the silencing, controlling and devaluing of women, girls and gender non-conforming people (see above) and perpetuates male privilege and power.

SOCIAL JUSTICE: Social justice refers to the idea that justice is not limited to the fair application of laws in individual cases but rather strives to attain a society characterized by equitable economic, political and civil opportunities for all people.

SOCIAL SYSTEMS: These are patterned series of interrelationships existing among individuals, groups and institutions and forming a whole that is greater than the sum of its parts.

SOLIDARITY: Solidarity recognizes a kinship within all of nature that issues from God's creative activity. It expresses the contention that the interests of the entire community of life should be legitimate concerns when decisions are made and actions evaluated.

SUBMISSION: This word refers to the action or fact of yielding to a superior force or to the authority of another person.

SUFFICIENCY: The principle of sufficiency obligates human beings to care for the basic needs of others and all other life forms. It is grounded in the belief that God provides abundance that is sufficient for all.

SUSTAINABILITY: Sustainability suggests provision of acceptable quality of life for present generations without compromising that of future generations.

TRANSGENDER OR TRANS: Someone whose own identity challenges the idea that gender is binary and derived innately from biological sex. This may describe someone whose gender identity does not match the identity typical of someone with certain biological characteristics or the gender that was assigned to them at birth. The term transgender may be used to include other identities.

VIOLENCE, GENDER-BASED: Gender-based violence is physical, sexual or emotional harm directed at a person in order to create or maintain power and control. While many different people, including men and boys, are affected by gender-based violence, the majority of victims are women and girls. Gender-based violence also includes intimate partner violence within same-gender relationships, as well as some forms of elder abuse.

VOCATION: In Lutheran theology, vocation (or calling) refers to God's call to all people to live responsibly in their roles within the world God has made, serving their neighbors within the areas of family, work and community life. All people have multiple callings that are lived out in various settings and relationships, for example as a student, a worker, a child, a parent, a citizen. As Christians, we are freed by the gospel and strengthened and renewed through our baptism for service in these particular activities or occupations.

WOMANIST THEOLOGY: A theological approach shaped by the experiences of black women. The word stems from author Alice Walker's use of the word "womanish" to refer to the lives of black women in the United States. Womanist theology is one type of liberation theology.