

End Notes

URLs were accessed between June and December 2021.

Session One:

All Are Called to Lives of Justice and Abundance

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3. “Racial and Ethnic Disparities Continue in Pregnancy-Related Deaths,” Center for Disease Control, September 5, 2019, <https://www.cdc.gov/media/releases/2019/p0905-racial-ethnic-disparities-pregnancy-deaths.html>.

Session Two:

Patriarchy and Sexism Cause Injustice for Everyone

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Session Three:

Language and Images for God Matter

1. Luther, Martin, “Against Latomus, 1521,” LW 32:196.



End Notes

Session Four:

Creation Is Diverse, as Is the Body of Christ

1. Hess, Cynthia, et al., "Providing Unpaid Household and Care Work in the United States: Uncovering Inequality," Institute for Women's Policy Research, <https://iwpr.org/wp-content/uploads/2020/01/IWPR-Providing-Unpaid-Household-and-Care-Work-in-the-United-States-Uncovering-Inequality.pdf>.
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3. "Discrimination Prevents LGBTQ People From Accessing Health Care," Center for American Progress, Jan. 18, 2018, <https://www.americanprogress.org/issues/lgbt/news/2018/01/18/445130/discrimination-prevents-lgbtq-people-accessing-health-care/>.
4. ELCA Office of the Secretary, August 2015.
5. "Suicide and Violence Prevention," Centers for Disease Control and Prevention, <https://www.cdc.gov/msmhealth/suicide-violence-prevention.htm>.

Session Five:

Lutheran Insights Promote Gender Justice

1. Parish, Anja, "Gender-based Violence Against Women: Both Cause for Migration and Risk Along the Journey," Migration Policy Institute, Sept. 7, 2017, <https://www.migrationpolicy.org/article/gender-based-violence-against-women-both-cause-migration-and-risk-along-journey>.
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Session Six:

God Calls Us to Action in Community

1. "Racial/Ethnic Disparities in Pregnancy-Related Deaths—United States, 2007-2016," Centers for Disease Control and Prevention, Sept. 6, 2019, <https://www.cdc.gov/mmwr/volumes/68/wr/mm6835a3.htm>.



Glossary from Faith, Sexism, and Justice

Androcentric: Male-centered, focused on men.

Binary (Gender Binary): The concept that there are only two genders, man or woman, which are inherently distinct and “opposite.”

Complementary/Complementarity: The belief that God gave men and women inherently different roles and purposes that complement each other to mutual benefit. Men’s roles have often related to leadership and decision-making; women’s roles have included obeying males and caring for others. These roles are informed by the structural dynamic of dominance (male) and submission (female). The imbalance of power in the relationship contributes to male privilege.

Domestic violence: See entry for “Gender-based violence.”

Equality: The idea that people have the same rights and should receive the same resources. Equality can refer to the equal worth of all people or to people having equal experiences of their rights and their potential in life.

Equity: Fair treatment of people according to their needs.

The principle of equity takes into account that people exist on inherently uneven playing fields due to poverty, sexism, racism, etc. Because of these different contexts, individuals or groups may require different resources and support to ensure that they have the same rights and abilities to make choices as others do (such as having a choice of quality doctors, careers, neighborhoods, etc.).

The goal of equity is to ensure each person receives what each person needs to flourish and is not disadvantaged.

Ex. A simple example of equality in public restrooms would be having changing tables in all restrooms, because male caregivers may also need a space to change diapers. A simple example of equity in public restrooms would be putting more stalls in women’s restrooms in order to serve the specific needs women have.

Expansive language: Language (or imagery) referring to God that is not limited to humanity or human categories: water, a rock, a hiding place, a mighty fortress, etc. See “inclusive language.”

Gender: Identities, roles, behaviors, and attributes that cultures, societies, and individuals shape, most often linked to femininity and masculinity. The most common gender identities are woman/girl and man/boy, but other identities exist. For more, see “gender non-conforming.”

Gender identity: How a person understands one’s own gender; one’s internal sense of one’s gender.

Gender justice: Gender justice is expressed through equality and balanced power relations for people of all genders to live into their individual callings. Gender justice is sought by eliminating power imbalances among people at individual and societal levels, as well as eliminating discrimination against women and people who do not adhere to stereotypes associated with men and women.



Glossary from Faith, Sexism, and Justice

Gender non-conforming, Non-binary, Genderqueer:

Words that people who do not identify as “men” or “women” use to describe their gender (not sexuality). Their gender identity and/or biological characteristics may not completely fit with the dominant and expected ways of acting as, or being, a man or woman or a boy or girl. Each term might be used differently by different people, as an umbrella term or as a specific label for their gender identity. This document uses all three terms in an effort to be inclusive. (Terminology will change over time. Readers are referred to contemporary communities for up-to-date language.) For more, see “gender,” “intersex,” “transgender,” and “queer.”

Gender-based violence: Physical, sexual, psychological, emotional, or other personal harm inflicted on someone for gender-based reasons, including but not limited to intimate-partner violence and domestic violence. This can include such things as catcalling women or bullying boys who are not perceived as “man enough.” Perpetrators commit gender-based violence to assert power over someone.

Genderqueer: See “Gender non-conforming, Non-binary, Genderqueer.”

Hierarchy: A system in which groups are ranked and certain groups have power over other groups. Sometimes this power over others leads to more value being assigned to the group or individuals with dominance.

Human trafficking: Coercion, abduction, and/or imprisonment of people for forced labor, often of a sexual nature. This problem is pervasive around the world, including in the U.S. Also known as modern-day slavery.

Inclusive language: Language that includes all genders when referring to humanity or God, for instance, using humans or humankind to talk about humanity, rather than man or mankind. See “expansive language.”

Intersecting, intersectionality: Humans have multiple aspects to their identities, including gender, ethnicity, religion, sexual orientation, age, social class, etc. These aspects of human identities are tied to systemic privilege and oppression; gender is tied to sexism, ethnicity is tied to racism, etc. Intersectionality describes the ways different forms of discrimination and systemic oppression affect each other and shape the lives of individuals and communities in distinct ways. All human identities and all forms of privilege and oppression are made up of many intersections.

Ex. A woman of African descent may have a Ph.D. and make a healthy salary, but she will still suffer from racism and sexism. However, she would experience that racism and sexism differently from how a man of African descent, a white woman, or an impoverished person might experience them. The injustices she faces, therefore, may have solutions different from those for other people.



Glossary from Faith, Sexism, and Justice

Intersex: As described by the Intersex Society of North America, a term for a variety of conditions people are born with: physical characteristics, anatomy, and/or genes that vary from standards set by doctors' expectations for being "female" or "male." The term refers to the fact of biological variation among humans. Some people identify as intersex, rather than using the term solely to refer to a condition; others may also identify as gender non-conforming or a similar term.

Justice: Generally, justice refers to an underlying sense of fairness, right treatment, and reciprocity. This statement emphasizes the aspects of justice that include fair and equal treatment under the law, ending oppression based on power differences, and, as emphasized in the Bible, a right relationship with God and within community.

Neighbor justice: A term proposed in this social statement that is rooted in the biblical directive to "love your neighbor as yourself." This term expresses the idea that faith is active in love and love necessarily calls for justice in relationships and in the structures of society. Neighbor justice is meeting neighbors' needs across the globe and in our local communities.

Non-binary: See "Gender non-conforming, Non-binary, Genderqueer."

Objectification: Thinking of or portraying people as objects, erasing their humanity, emotions, and rights.

Ex. Catcalling, advertisements that use sexualized images to sell merchandise, and stories in which female characters exist only as props for male characters.

Patriarchy: A social system that enables men to have more power than, and power over, women and people who do not conform to socially accepted gender roles. A patriarchal social system is dominated by men, identified with men, and centered on men's actions, voices, and authority. In various ways, this kind of social system operates to control women, girls, and people who do not fit society's predominant ideas of maleness and masculinity.

Privilege: This term refers to the relationships between groups of people in society, to the social advantage or special treatment of a group or persons in a group. This advantage is unearned and results from how a group's identity is perceived as "normal" or "better." Privilege is lived out on an individual and societal scale. Privilege is not something a person deliberately opts into or out of, nor is it experienced by everyone in the same ways.

Ex. A man benefits from male privilege when his opinion is subconsciously valued more highly in a meeting, when he is paid more for equal work, or when he walks down a street without harassment or fear of sexual assault. White people benefit from white privilege when they can shop without being followed or monitored by staff who think they may shoplift, or when the majority of heroes in textbooks and movies look like them. For a white male, the combination of white privilege and male privilege can work together. A white man may have fewer risk factors for some stress-related illnesses such as Type 2 diabetes, while his complaints of pain are more likely to be taken seriously by his doctor. For more, see "intersectionality."



Glossary from Faith, Sexism, and Justice

Queer: Umbrella term regarding sex, gender, and sexual orientation, often used by individuals who identify as somehow “other” from society’s sexual, romantic, or gender norms.

Although historically used in a derogatory manner, the term has since been reclaimed as a positive label by some members within that community.

Rape culture: An environment in which the objectification of and assault on human bodies, particularly in a sexual way, is normalized and tolerated. Rape culture primarily harms women and girls. Blaming rape victims for their assaults and maintaining a biased justice system are both parts of rape culture and how it is propagated.

Reproductive health care: Health services related to the reproductive system at all stages of life for all genders, including the menstrual cycle, fertility, and cancer.

Sex (biological): A scientific label assigned at birth that describes an individual’s reproductive organs and whether they have XX chromosomes (female) or XY chromosomes (male). People whose biology varies from standards set by doctors’ expectations of being “female” or “male” are typically called “intersex.” Biological sex characteristics and traits of people who are said to be female or male are also variable.

Sexism: Refers to what supports male privilege and reinforces prejudice and discrimination against women and girls due to their gender and against people who do not conform to socially accepted gender roles. Human actions and speech can be sexist, as can institutions, policies, and practices.

Sexuality: A complex individual and social concept. Individually, sexuality includes the romantic and/or sexual feelings and desires that a person experiences. People’s sexuality is also influenced by the social and cultural forces in which they find themselves.

Toxic masculinity: Refers to forms of masculinity that emphasize aggression, power, and control and sometimes violent or unhealthy sexuality. It deemphasizes weakness, caring, and vulnerability. Masculinity itself is not harmful; however, it is described as toxic when these forms of masculinity cultivate harm to self, others, and society. Toxic masculinity limits the humanity and compassion of men.

Transgender: Describes a person whose gender is different from the sex assigned or identified at birth. Some transgender individuals identify as men or as women; others don’t identify with one of those words. Some people use this term to describe their identity; for others it serves as an umbrella term. Over time its meaning may change as language evolves. See “gender non-conforming.”



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