



BWIM | MONTH OF ADVOCACY

Further Resources on Ways to Advocate

- **Advocate for pay equity, paid paternity leave, and professional development opportunities for women in ministry in your church**

Pay Equity

[In 2022, for every \\$1 that men make, women earn \\$0.82 cents.](#) The gap is even more for women of color.

Read more about the gender pay gap in churches [HERE](#).

Read more about how the black church can practice economic justice for ministers [HERE](#).

Ways to advocate include visiting with your congregation's personnel committee or organization's leadership to do a pay audit of all employees, and perhaps even suggesting that women at the same level of employment with men of equal experience and education, be paid more than men in order to move toward equity.

Paid Paternity Leave

"The U.S. is the only OECD member country—and one of only six countries in the world—without a national paid parental leave policy. The U.S. is also one of the few high-income countries without a national family caregiving or medical leave policy..." [\[click here to read rest of article\]](#)

Churches and religious organizations can lead by valuing women's and men's commitment to their families. You can find examples of parental leave policies in Baptist organizations and churches [HERE](#).

Advocate by leading your congregation or organization in the process of adopting a paid paternity leave policy in order to provide environments where women (and men) in ministry and leadership can thrive both professionally and personally.

Professional Development

Two factors often limit the accessibility of professional development opportunities for women. First, women are often in lower paying jobs for which there are fewer benefits like professional development budgets or work days allotted for development. Second, a 2018 study demonstrated that, on average, women engage in 9 more hours of domestic labor each week than men (Lipman, *That's What She Said*). This means women cannot walk away from their homes and regular responsibilities as easily to engage in such activities.

Ways to advocate include making sure women at least have equal budgets and work days allotted for professional development, and providing additional budgets/assistance so their domestic responsibilities can also be met while they engage in professional development (paid "babysitting," housecleaning, providing transportation for family members who do not drive, etc.)