



# Women's Justice Coalition

# Report Card

## Representation of Women in U.S. Roman Catholic Dioceses

### Explanation of Marks

A – Outstanding    C – Fair    F – Unacceptable  
 B – Good    D – Needs Improvement

Grade

### Justice in Education

1. Education in diocesan seminaries about the scriptural and theological foundations for the equality of women, and the history of the roles of women in the church, including the U.S. church.	F
2. Percent of women to men teaching at seminaries where future priests are educated.	F
3. Percent of women teaching core courses in seminaries	F
4. Inclusion of education about the history of women in the Church—and in the U.S. church—for elementary through high school students, and adult faith formation in diocesan religious education guidelines.	F
5. Diocesan subsidies for education for lay ministers.	A

### Justice in the Liturgy

6 a) Participation of girl altar servers at Cathedrals.	B
6 b) Participation of girl altar servers when the bishop presides.	C
7. Inclusion of women in the ritual foot washing ceremony on Holy Thursday.	B
8. Inclusion of women and men as Eucharistic ministers and lectors at Cathedral liturgies.	A

### Justice in Representation

9a. Percent women on Diocesan Pastoral Councils.	B
9b. Selection method to serve on the Diocesan Pastoral Council, percent appointed vs. elected.	F
9c. Percent women on the Catholic Charities Board.	C
9d. Selection method to serve on the Catholic Charities Board, percent appointed vs. elected	F
9e. Number of women on the Diocesan Finance Council.	D
9f. Selection method to serve on the Diocesan Finance Council, percent appointed vs. elected	F
10. Diocesan offices on women's concerns.	F
11 a. Diocesan offices to serve the following minorities: 73% African American    30% American Indian 35% Asian-American    78% Latino/Hispanic    30% Gay/Lesbian	F
11 b. Percent women directing existing offices	A

### Justice in Employment & Conflict Resolution

12. Existence of diocesan offices of conciliation and arbitration, with grievance procedures and / or processes for negotiating solutions to conflict in parishes or other groups.	F
13. Existence of diocesan grievance procedures for its own employees.	B
14. Percent women at Level 1* employment in dioceses.	D

\*Typically report directly to the Arch/Bishop and oversee a major segment of the Arch/diocesan central offices, including several major offices or departments." (Source: Nat'l. Assn. Church Personnel Administrators)

Grade