

## Racial/ethnic women constitute one-fourth of general agency workforce

**Twenty-seven percent (or 516 of the 1,942) of individuals employed by the general agencies of The United Methodist Church are racial/ethnic women (see Table 1).**

While racial/ethnic women do hold some of the executive, professional, and managerial positions in some of the general agencies, most of the positions they hold are in the administrative and clerical support area. In fact, 59% (or 303) of all the positions held by racial/ethnic women in the church are administrative and clerical positions (see Table 1).

The findings for this report come from the 2006 *Council, Board, or Commission Annual Members Profile* jointly conducted by the General Commission on Religion and Race (GCRR) and the General Commission on the Status and Role of Women (GCSRW).

### Racial/ethnic women employment numbers low

The number of racial/ethnic women employed across the general agencies of the church is low. With the exception of the administrative and clerical (36%), technical (24%), and manufacturing (29%) categories, racial/ethnic women com-

prise 20% or less of the total number of persons employed for each category (see Table 1).

When the percentages by category are displayed within the racial/ethnic women population only, the numbers drop even more. Racial/ethnic women hold 19% of the total executive positions across the general agencies. However, of the total number of racial/ethnic women employed, only 5% hold executive positions.

The number of racial/ethnic women employed overall in the general agencies is even more dismal. Only black women register double-digit percentage points at 19%. The remainder of the racial/ethnic groups have less than 5% of the total number of employees across the general agencies.

### Does intersection theory explain this?

So, why are racial/ethnic women employed at lower rates than other groups and why do racial/ethnic women find themselves mostly in the administrative and clerical positions? One answer might be *intersection theory*. Intersection theory is a sociological theory that argues that the interplay of race, class, and gender often results in multiple dimensions of disadvantage.

*continued on page 10*

**Table 3: Racial/Ethnic Women Employed by General Agency by Level \***

	GCFA <i>Finance/Administration</i>	GBCS <i>Church and Society</i>	GBOD <i>Discipleship</i>	GBHEM <i>Higher Education and Ministry</i>	GBGM <i>Global Ministries</i>
Executive	0/9 (0%)	0/1 (0%)	1/12 (8%)	1/6 (17%)	14/42 (33%)
Managerial	2/11 (18%)	1/5 (20%)	8/61 (13%)	2/13 (15%)	29/92 (32%)
Professional	3/4 (75%)	2/9 (22%)	11/40 (28%)	1/10 (10%)	22/43 (51%)
Technical	0/2 (0%)	1/2 (50%)	13/40 (33%)	0/1 (0%)	3/12 (25%)
Administrative and Clerical	5/15 (33%)	3/4 (75%)	12/31 (39%)	10/30 (33%)	112/162 (69%)
Manufacturing and Service	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	4/11 (36%)
<b>Total</b>	<b>10/41 (24%)</b>	<b>7/21 (33%)</b>	<b>45/184 (24%)</b>	<b>14/60 (23%)</b>	<b>184/362 (51%)</b>

\* Number of Racial Ethnic Women Employed/Total Number of Employees (Percent of Racial Ethnic Women of Total Employed)

# e numbers

**Table 1: Summary: Racial/Ethnic Women Employment**

	Total Number of Racial/Ethnic Women Employed by Level	Total Number of Men & Women Employed by Level	Racial/Ethnic Women as a Percent of Total Employed by Level	Percent of Total Racial/Ethnic Women
Executive	28	145	19%	5%
Managerial	87	491	18%	17%
Professional	60	311	19%	12%
Technical	21	85	25%	4%
Administrative and Clerical	303	852	36%	59%
Manufacturing and Service	17	58	29%	3%
<b>Total</b>	<b>516</b>	<b>1,942</b>	<b>27%</b>	<b>100%</b>

**Table 2: Racial/Ethnic Women by Level**

	Asian	Black	Hispanic/Latina	Native American	Pacific Islander	Total
Executive	2	22	3	1	0	28
Managerial	11	58	12	4	2	87
Professional	9	35	12	2	2	60
Technical	4	14	3	0	0	21
Administrative and Clerical	28	222	46	5	2	303
Manufacturing and Service	0	15	2	0	0	17
<b>Total</b>	<b>54</b>	<b>366</b>	<b>78</b>	<b>12</b>	<b>6</b>	<b>516</b>
<b>Percentage of Total Employees</b>	<b>3%</b>	<b>19%</b>	<b>4%</b>	<b>1%</b>	<b>0%</b>	<b>27%</b>

GCAH <i>Archives and History</i>	GCORR <i>Religion and Race</i>	GCCUIC <i>Christian Unity</i>	GCUMM <i>UM Men</i>	GCSRW <i>Status and Role of Women</i>	GBPHB <i>Pensions and Health Benefits</i>	UMCOM <i>Communications</i>	UMPH <i>Publishing House</i>
0/1 (0%)	0/1 (0%)	0/4 (0%)	0/1 (0%)	1/1 (100%)	8/41 (20%)	2/12 (17%)	1/14 (7%)
0/1 (0%)	3/5 (60%)	0/0 (0%)	0/3 (0%)	0/0 (0%)	15/64 (23%)	3/13 (23%)	24/223 (11%)
0/0 (0%)	0/0 (0%)	0/0 (0%)	0/1 (0%)	1/2 (50%)	2/27 (7%)	6/27 (22%)	12/148 (8%)
0/1 (0%)	0/0 (0%)	0/0 (0%)	0/1 (0%)	0/0 (0%)	0/0 (0%)	1/14 (7%)	2/12 (17%)
0/1 (0%)	3/4 (75%)	2/4 (50%)	0/2 (0%)	0/1 (0%)	53/101 (52%)	12/27 (44%)	92/470 (20%)
0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	0/0 (0%)	13/47 (28%)
0/4 (0%)	6/10 (60%)	2/8 (25%)	0/8 (0%)	2/4 (50%)	78/233 (33%)	24/93 (26%)	144/914 (16%)

For more detailed information, including breakdowns by racial/ethnic group, please visit [www.gcsr.org](http://www.gcsr.org).