

# Pay Equity Task Force

## Highlights from Initial Report – Nov 2017

### Executive Summary:

Women priests are not paid equitably in the Diocese of Virginia. They face disparity throughout their careers, when beginning a new position, as they try to discern a new call, and as experienced priests. More study, especially qualitative work, is needed to further explore these disparities. We have demonstrated the existence of a problem, though, we have not yet been able to confidently identify the primary causes of the inequalities.

### Method:

Using CPG data available as of March 2, 2017, the task force applied best-practice statistical analysis methods and procedures for equity analysis lead by a career professional with (20+) years of experience in equity analysis for the US Federal Government. The task force also conducted anonymous surveys (30 responses) and a small number of in-person interviews. For privacy reasons results from these qualitative sources have been included in reporting to the Bishops and omitted from this public report at this time. Anecdotal evidence collected generally supports the quantitative findings of systemic inequity in pay of women priests in the diocese of Virginia. Once enough qualitative data has been collected to ensure anonymity for respondents that data will be included.

**Table 1 - Full-time Priests: Diocese of Virginia Data Set for this Study as of March 2, 2017**

	Total	Men		Women	
Priests in Diocese	153	84	55%	69	45%
Rectors	113	74	65%	39	35%
Associates	40	13	32%	27	68%

### Key Findings:

- Significant pay inequities exist in the Diocese for women priests, both rectors and associates.
- Women priests are paid below the diocesan minimum more frequently than male priests. (See Table 2)
- Women rectors generally start at lower pay than men rectors and do not close the pay gap over time.
- Women priests are over-represented in the lowest paying positions and significantly under-represented in the highest paying positions in the diocese. (See Table 3)

**Table 2 - Percentage of Priests Paid BELOW the Diocesan Minimum Salary Guidelines**

	Men	Women
Rectors	30%	36%
Associates	31%	48%

**Table 3 - Highest & Lowest Compensation Categories Gender Breakdown**

	Men		Women	
(20) Highest Comp Rectors	18	90%	2	10%
(42) Lowest Comp Rectors	22	52%	20	48%

Highest 20 and lowest 42 represent significant statistical breakpoints when examining salary bands in \$20,000 increments.

It is important to note that while women are 35% of rectors they are 10% of the highest compensated rectors and 48% of the lowest compensated rectors in the diocese.

**Conclusion:**

The problem of pay inequity is real and requires our best efforts to address. Our initial results indicate that the effects of pay inequity are felt across different types of positions in the diocese, across experience levels and years of service, as well as across positions at various size parishes. We strongly recommend continued investigation and expanded research of this issue to determine and explore the causes of this ongoing inequality, to examine effective practices implemented across the Church to address these issues, and to recommend changes that can be implemented in our diocese to create a more just process for compensating priests.