

## **Women Processing Ministry Calling at the Intersection of Gender, Class, and Ethnicity**

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How does gender, class, and ethnicity impact how women process a sense of call to ministry? Literature on vocational formation published in the United States tends not to recognize, let alone address, the distinctives of the formation of women in their varying social contexts. This paper utilizes Kimberlé Williams Crenshaw's concept of intersectionality (Crenshaw 1989; Cho, Crenshaw, McCall, 2013) to explore how social power impacts women's development of a sense of identity as a person called of God to engage in God's work in the world. The stories of women from four continents pursuing seminary education in the United States form the context of reflection. This paper argues that while God calls people from every context and social location, the power dynamics inherent in those contexts impact whether and how a woman comes to perceive herself as an active agent in God's mission.

Cho, Sumi, Kimberlé Williams Crenshaw, and Leslie McCall (2013). "Toward a field of intersectionality studies: Theory, applications, and praxis." *Signs: Journal of Women in Culture and Society* 38, (4): 785-810.

Crenshaw, Kimberle (1989). "Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics." *University of Chicago Legal Forum*, 1989 (1): 139-167.