The Women of Dignity were emailed the questions. We thought we would get more reflective answers than with a conference call. Some women indicated they answered these questions with their chapters, therefore didn’t answer again.

1. **What led you to Dignity?**
   - Seeking Community
   - Seeking Spirituality in a safe space
   - Seeking Acceptance

2. **Consider the dynamics in the organization, the church, in society when:**
   a) **Dignity was formed in 1969 or when you first came to Dignity:**
      - 1969 - Being part of Catholic Church was important and encouraged.
      - However, the Patriarchal Church & Dignity Chapters discouraged women from involvement.
      - **Women who joined recently** - seeking spiritual home and found more women in leadership.
      - Boston Chapter was better than most.
      - Suffolk Long Island Chapter eventually became 90% Women.

   b) **How has purpose of Dignity evolved?**
      - Changed from a safe space for gay men & lesbians while waiting for Catholic Church to accept us.
      - Moved away from the need to be accepted by hierarchy - became “church” to our members.
      - Became Progressive Communities
      - More diverse expressions of faith & sacramental life
      - More Spiritual

   c) **What drove these changes?**
      - Lost of respect for hierarchical church.
      - Adding CWC to National Board and to Regional Leadership.
      - Teaching chapters about Inclusive language for readings & songs.
      - More women in leadership at Chapter & regional level.
      - More women on the National Board.
      - **Spiritual Empowerment.**

   d) **In what ways might our group of women have contributed to this evolution?**
      - Women have been the backbone of many chapters – through few in number they guided, pushed & prodded changes.
      - Getting into leadership.
      - CWC
      - **Recommitted to Women’s Caucus.**
      - Having Retreats, Gatherings, Conference Calls.
      - Joining with WATER.
3. **In what ways has being true to ourselves and true to the calling of the Spirit been evident in our history as Women of Dignity?**
   - Women have pushed the organization to be more inclusive: adding Lesbian to the mission statement, then Bisexual, then Transgender and then “people of all sexual orientations, genders and gender identities.”
   - Showing Women can be Spiritual in many different ways.
   - We stayed in Dignity to lead the way.

4) **Locally & Nationally how have the Women of Dignity changed our lives for better?**

   a) **Changed the Catholic Community?**
      - Involvement with WATER, WOC, WCC, CCL, Future Church, etc., the Women of Dignity and supporters have made the Catholic Community more aware of women’s capabilities & equality in leadership.
      - Women of Dignity are on the forefront on the future Catholic Church – small faith communities that have Spirit filled Liturgies, challenges to help our faith grow, and be Community.

   b) **Impacted the LGBTQ social justice movement?**
      - By being the Voice for LGBTQ Catholic community on a national level with Marianne speaking for us.
      - So much work to be done.
      - By working with other Progressive Groups.

   Although the Women of Dignity are less than 50% of Dignity’s membership their impact has been impressive and important.