



**Resolution Number:** 1994-D135  
**Title:** Oversee Monitoring of Full Integration of People of Color in Church Structures  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved*, the House of Bishops concurring, **That the 71st General Convention, as an aid to the elimination of institutional racism from the Episcopal Church and as a means of being accountable, oversee the monitoring of our progress in the integration of people of color in the structures of life and power in this Church by requesting that:**

1. **Each diocese, that has not already done so, establish a Commission on Racism.**
2. **These Commissions survey and record annually the number of congregations in the diocese and their ethnic distribution.**
3. **These Commissions survey and record annually the number of clergy who are persons of color who are being considered and the number called as rectors, assistants and in other clergy positions in non-minority congregations, and also white clergy in reverse situations.**
4. **These commissions survey and record annually the distribution of persons of color in positions of leadership in the congregations, such as vestry members, wardens, guild presidents and other such positions, and in dioceses, persons such as delegates to convention, diocesan councils, steering committees, Commissions on Ministry, Standing Committees, General Convention, and all other positions to which people are elected or appointed.**
5. **These commissions annually report the above information to the Diocese and to the Executive Council of the Episcopal Church.**
6. **The Executive Council direct the Board Theological Education, Council of Development of Ministry, ethnic desk officers and other related committees to monitor the recruitment and retention rates of persons of color who are students, faculty, and members of the Boards of Trustees of seminaries and survey the dynamics preventing significant increase in their numbers.**
7. **The Executive Council survey and record the distribution of people of color in positions of leadership at the provincial and national levels of the church, their rate of retention and discharge, and type of position.**
8. **The Executive Council report the results of its surveys annually to the church at large and every three years to the General Convention of the Episcopal Church, with recommendations for improvement, so that we as a Church may see where we are making progress or falling behind, in order to undertake strategies for specific circumstances, thereby keeping this issue before us until the question is resolved.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 350-51.