

General Convention of The Episcopal Church 2022 Archives' Research Report

Resolution No.: 2022-A051
Title: Improve recruitment, hiring, appointment retention and representation of People of Color within The Episcopal Church
Proposer: Executive Council
Topic: Equality, Racism

Directly Related: (Attached)

1994-A045 Recruit and Retain People of Color in the Ordained Ministry
1994-D135 Oversee Monitoring of Full Integration of People of Color in Church Structures
1991-D043 Urge Dioceses to Commit to Ending Racism
1988-A112 Reaffirm Commitment to Affirmative Action
1985-A078 Conduct a Racial Audit and Report on Implementation of Affirmative Action
1982-D078 Support Affirmative Action Programs Within the Church
1979-B093 Implement an Affirmative Action Program for Church Employment

Indirectly Related: (Available in the [Acts of Convention](#) database, searchable by resolution number)

2018-A145 Urge Adoption of Policies on Diversity Before Election of a Bishop
2018-A284 Amend Canons I.17.5 and III.1.2 [Rights of Laity, Access to Discernment Process]
2018-C029 Collect Data on Clergy Compensation by Race
2018-D002 Request Funding for Racial Reconciliation Initiatives
2015-A182 Address Systemic Racial Injustice
1988-A092 Request Executive Council to Establish a Commission on Racism
1985-A104 Renew Commitment to Jubilee Ministry
1982-A152 Ratify the Executive Council's Affirmative Action Plan
1979-D083 Support the Principle of Affirmative Action
1976-A064 Investigate Racial Inequities in Clergy Deployment Practices

In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2018, selecting "direct" resolutions that have a substantive bearing on the proposed legislation. The "direct" resolutions are attached and "indirect" resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#) or call 800-525-9329.

A051 - Improve recruitment, hiring, appointment retention and representation of People of Color within The Episcopal Church

Final Status: Not Yet Finalized

Proposed by: Executive Council

Requests New Interim Body: No

Amends C&C or Rules of Order: No

Has Budget Implications: No

Cost:

HiA: HD

Legislative Committee Currently Assigned: 16 - Churchwide Leadership

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: No

Resolution Text

Resolved, the House of _____ concurring,

That this 80th General Convention of The Episcopal Church (“TEC”) hereby commit to developing greater representation and retention of People of Color in all church positions; and be it further

Resolved, That TEC staff, in partnership with the Executive Council Committee on Anti-Racism & Reconciliation and others, be asked to complete the development and dissemination of a set of guidelines and best practices for recruitment, hiring, appointment, retention, and representation of People of Color in hired and appointed church positions; and be it further

Resolved, That all parishes, dioceses, and institutions will be encouraged to follow these guidelines and best practices reporting the results of their efforts through the annual parochial report.

Explanation

Recent research into the membership of the church has confirmed that there is a significant percentage of our membership who are People of Color. Yet People of Color are not

equitably represented in the governance and operations of the church. In the Sermon on the Mount Jesus gives us what is commonly known as The Golden Rule “Do unto others as you would have them do unto you.” This is repeated in both Matthew 7:12 and Luke 6:31. Yet as a church, how can we do this if we as a church do not have appropriate visibility and representation in the leadership and operations of the church that would lead us to an understanding of ourselves?

While there is a desire to rectify this situation and have equitable representation of People of Color, research also indicates that many members involved in calling or hiring for church positions do not know how to reach People of Color or truly engage them in candidacy for positions.

This resolution will provide guidance necessary to help increase the numbers of People of Color toward a more appropriate representation in the church. It should also lead to more involvement and more membership of People of Color in the church.



Resolution Number: 1994-A045
Title: Recruit and Retain People of Color in the Ordained Ministry
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the 71st General Convention move one more step towards eliminating institutional racism from the Episcopal Church by strengthening the recruitment, retention, and education of people of color for the ordained ministry of the Episcopal Church:

Recruitment: strongly urge dioceses, clergy and congregations to actively recruit people of color for the ordained ministry and thereafter to work for their employment throughout the church.

Retention and education: encourage seminaries to establish as a top priority the retention of students of color and to develop a curriculum that will enable *all* students to become effective anti-racist change agents within the Episcopal Church.

Urge that diocesan Commissions on Racism report to the Executive Council on the progress in these areas prior to the 72nd General Convention.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 1994* (New York: General Convention, 1995), pp. 185-86.



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, 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:

Each diocese, that has not already done so, establish a Commission on Racism.

These Commissions survey and record annually the number of congregations in the diocese and their ethnic distribution.

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.

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.

These commissions annually report the above information to the Diocese and to the Executive Council of the Episcopal Church.

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.

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.

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.



Resolution Number: 1991-D043
Title: Urge Dioceses to Commit to Ending Racism
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the 70th General Convention urge each Diocese to implement and to strengthen initiatives with all congregations in the Diocese toward becoming a Church of and for all races and a Church without racism committed to end racism in the world; and that these initiatives include but not to be limited to:

Prayer and Worship--encourage the establishment of prayer groups and support groups around the theme of combatting racism.

Planning and Funding--ensure that funding and planning structures affirm racial equity in appointments to and funding of all diocesan staffs, committees and commissions.

Deployment--support and actively work to assure that parishes who have never considered minority clergy for vacancies do so.

Recruitment--actively recruit and support minority candidates in their progress from postulancy to ordination.

Education--prepare educational material to provide parishes with an educational series on the nature of racism that will acknowledge racism as a sin and will work toward eliminating its existence in the Church.

Racial Survey--conduct a racial survey to determine where minority persons are in the Diocesan structures and parishes to determine if they are present on all Diocesan committees and vestries in proportion to their presence in the Church.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 382.



Resolution Number: 1988-A112
Title: Reaffirm Commitment to Affirmative Action
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That this Convention reaffirm its commitment to a vigorous affirmative action program in all institutions in society as a remedy to historical, racial and sexual injustices. Such a program, already instituted at the national Church level, should serve as a model to include an open and vigorous search to fill positions with women and minorities. This should include set targets and an extensive evaluation of performance; and be it further

Resolved, That this Convention urge all of its dioceses and congregations to address the issues of institutional racism in the political and economic arenas, and also in religious institutions; and be it further

Resolved, That congregations help their members to address patterns of racism in the settings where they work in educational and other community institutions, and in housing practices.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Detroit, 1988* (New York: General Convention, 1989), p. 189.



Resolution Number: 1985-A078
Title: Conduct a Racial Audit and Report on Implementation of Affirmative Action
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 68th General Convention call on all dioceses and related institutions and agencies of the Episcopal Church to establish and publicize an Equal Employment and Affirmative Action Policy and to provide a means for effective monitoring of the same; and be it further

Resolved, That the Board for Theological Education is directed to develop, in consultation with the Council of Seminary Deans, an instrument and process to make an audit of racial inclusiveness to be found in the respective student bodies, faculty and trustees as well as in their curricula and field work; and be it further

Resolved, That the Executive Council use its existing program agencies and staff to ascertain what specific steps the dioceses and local congregations, the seminaries, and other agencies of the Church have taken to implement the 67th General Convention resolution on racism which called for implementation of Affirmative Action programs, and report the findings to the Church at large by 1988.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 1985* (New York: General Convention, 1986), p. 160.



Resolution Number: 1982-D078
Title: Support Affirmative Action Programs Within the Church
Legislative Action Taken: Concurred
Final Text:

Resolved, That this 67th General Convention of the Episcopal Church:

Commits this Church, in the implementation of its program for 1982-85, to support, through prayer, education, and courageous public witness, the strengthening and advancing of Affirmative Action programs heretofore implemented by the Federal government and the States;

Commends the Presiding Bishop and the President of the House of Deputies for their efforts to make appointments to offices, committees, and commissions within this Church in such manner that minorities, women, and underprivileged persons of all kinds may be fairly and affirmatively represented at all levels of service and responsibility in this Church; and

Encourages individual Dioceses and congregations to examine the composition of bodies providing leadership within their respective jurisdictions, with an eye that the membership of such bodies may be made more truly representative of our brothers and sisters who come from minority or underprivileged backgrounds.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, New Orleans, 1982* (New York: General Convention, 1983), p. C-145.



Resolution Number: 1979-B093
Title: Implement an Affirmative Action Program for Church Employment
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the 66th General Convention of the Episcopal Church direct the Executive Council to design and implement an affirmative action program for nondiscriminatory employment within the Episcopal Church affecting both Clerical and Lay persons, such design to be completed and implementation begun by January 1, 1981; and that the Executive Council be directed to present this design and report on its achievements at the General Convention, 1982.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 1979* (New York: General Convention, 1980), p. C-119.