

General Convention of The Episcopal Church 2022 Archives' Research Report

Resolution No.: 2022-A061
Title: Amend Canon I.4.6.j to Include Data Regarding Gender
Proposer: Task Force to Study Sexism in TEC & Develop Anti-Sexism Training
Topic: Equality, Women

Directly Related: (Attached)

2018-A006 On the Topic of Parish Leadership Demographics (Rejected)
2018-C060 Create a Task Force on Sexism and Its Impact
2018-D023 Create an Anti-Sexism Task Force
2018-D037 Include Gender in the Clergy Compensation Report
2009-A168 Refer a Resolution on Gender Parity in the Diocesan Report Form (Referred)
1985-C023 Eradicate Institutional Sexism and Pursue Affirmative Action

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

2015-D013 Amend Canon 1.1.8 [General Convention Expense Budget] 2012-A144 Monitor Underrepresented Groups in Episcopal Elections
2009-A169 Gather Statistics About Episcopal Elections and Clergy Compensation
1991-D066 Support a Policy of Pay Equity in the Church and Society
1982-D078 Support Affirmative Action Programs Within the Church

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.

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A061 - Amend Canon I.4.6.j to include data regarding gender

Final Status: Not Yet Finalized

Proposed by: Task Force to Study Sexism in TEC & Develop Anti-Sexism Training

Requests New Interim Body: No

Amends C&C or Rules of Order: Yes

Has Budget Implications: No

Cost:

HiA: HD

Legislative Committee Currently Assigned: 06 - Sexual Harassment, Sexual Exploitation, & Safeguarding

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: No

Resolution Text

Resolved, the House of _____ concurring,

That the 80th General Convention amend Canon I.4.6.j by the addition of a second sentence, as follows:

Canon 1.4.6.j

j. Each Diocese shall annually report to the Executive Council such financial and other information pertaining to the state of the Church in the Diocese as may be required in a form authorized by Executive Council. *Such Diocesan report shall include demographic information, such as gender, age and race, for the following positions: Standing Committee, Bishop Search Committee (if any), Chancellor and Vice-Chancellors, Trustees, all Wardens and Vestries.*

Explanation

The Task Force to Study Sexism in The Episcopal Church and Develop Anti-Sexism Training, during its work, continually found a lack of consolidated information regarding the demographics, especially gender, on diocesan positions. One of the challenges to disrupting sexism and gender inequality in the church is a lack of coordinated data. Though Church Pension Group has begun to collect data on clergy compensation and roles, there is no collection of data on either lay participation in senior positions, nor on demographics of key positions in a diocese or parish. To disturb the status quo, and work towards gender

equality, we must see what currently exists. By requiring dioceses to report this information, we can create a consolidated source of information by which we can study the disparities and make meaningful recommendations.



Resolution Number: 2018-A006
Title: On the Topic of Parish Leadership Demographics
Legislative Action Taken: Rejected
Text of Resolution:

Resolved, the House of Bishops concurring, That the 79th General Convention adopt a standard of requiring recipients of mission enterprise zone and new church start grants to disclose how the demographics (ethnicity/age/income range) of those in positions of authority in the new ministry, including staff and any advisory board or vestry members, compare to the demographics of the surrounding population; and be it further

Resolved, That the Parochial Report be modified to collect demographic data (ethnicity/age/income range) on vestry members together with the demographics of the surrounding three (3) mile radius of the church.



Resolution Number: 2018-C060
Title: Create a Task Force on Sexism and Its Impact
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 79th General Convention of The Episcopal Church authorize a task force with a membership of twelve members consisting of 3 bishops, 3 priests or deacons and 6 lay persons, including at least two young adults, appointed by the President of the House of Deputies and Presiding Bishop, of which women shall compose at least half of the membership, to research sexism in The Episcopal Church, and the role it plays in pay equity, status, and gender-based harassment. The task force shall report back to the 80th General Convention of the Episcopal Church with a plan to provide materials and resources to combat sexism in the Church; and be it further

Resolved, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$60,000 for the implementation of this resolution.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 465-466.



Resolution Number: 2018-D023
Title: Create an Anti-Sexism Task Force
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 79th General Convention establish an Anti-Sexism Task Force to research and develop a training program for the purpose of addressing the systemic sexism within the church and the larger society with the goals of raising awareness of bias, eliminating sexist hiring practices within the church, and identifying intersectionalities of discrimination across multiple cultural identities; and be it further

Resolved, That the Task Force be appointed consisting of 2 bishops, 2 priests, 2 deacons, and 6 lay persons, with the Presiding Bishop appointing the bishop members, and the President of the House of Deputies appointing the priests, deacons, and lay members. At least one half will be women with at least one woman appointed for each of the orders; and be it further

Resolved, That the Task Force complete development of the training program by December 31, 2019; and be it further

Resolved, That the Task Force shall submit the training program to Executive Council for its approval by December 31, 2019; and be it further

Resolved, That the training, once developed and approved for use, be required for all bishops, priests and deacons, and all lay persons elected or appointed to leadership in The Episcopal Church including, but not limited to, Executive Council, diocesan Standing Committees, diocesan Councils, diocesan Boards of Trustee, and similar bodies by whatever name, diocesan search committees for the election of bishops and all congregational search committees; and be it further

Resolved, That the General Convention request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$60,000 for the implementation of this resolution; and be it further

Resolved, That this Task Force shall report to Executive Council yearly, and to the 80th General Convention on the status of the training implementation with recommendations for continued development and improvement.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 1111.



Resolution Number: 2018-D037
Title: Include Gender in the Clergy Compensation Report
Legislative Action Taken: Concurred as Substituted
Final Text:

Resolved, That the 79th General Convention, recognizes ongoing disparities of compensation and the need for greater insight into data and trends across the church; and be it further
Resolved, That the General Convention direct the Church Pension Group, drawing upon the report of the House of Deputies Special Committee on Sexual Harassment and Exploitation to the 79th General Convention and other relevant resources, expand its Clergy Compensation Report to include greater specificity as it relates to gender identity, bringing together in a single report as much detailed information as possible, up to the limits of applicable privacy standards and laws; and be it further
Resolved, That any necessary supplemental data be gathered by the Office of Research at the Episcopal Church Center through surveys or other forms of research; and be it further
Resolved, That the Church Pension Group will report on changes to the Clergy Compensation Report at the Spring 2019 meeting of Executive Council.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 1069.



Resolution Number: 2009-A168
Title: Refer a Resolution on Gender Parity in the Diocesan Report Form
Legislative Action Taken: Referred
Final Text:

Resolved, That the 76th General Convention of The Episcopal Church add the following to the annual Diocesan Report Form:

Part 3: Data Concerning Gender Parity in Diocesan Leadership

Diocesan Body (include clergy and lay)	Female Representatives	Male Representatives	Total Persons
Standing Committee	_____	_____	_____
Commission on Ministry	_____	_____	_____
Trial Court	_____	_____	_____
Court of Review	_____	_____	_____
Delegates to Diocesan Convention	_____	_____	_____
2009 Deputies to General Convention	_____	_____	_____
Chancellor	_____	_____	_____

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 139-140.



Resolution Number: 1985-C023

Title: Eradicate Institutional Sexism and Pursue Affirmative Action

Legislative Action Taken: Concurred

Final Text:

Resolved, That a paramount goal of the Episcopal Church be to search out and eradicate all forms of institutional sexism from its structures and constituencies, and to pursue a course of affirmative action in calling qualified lay and clergy women for positions on Church-related staffs as they become open.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 1985* (New York: General Convention, 1986), p. 133.