

## General Convention of The Episcopal Church 2022 Archives' Research Report

**Resolution No.:** 2022-A062  
**Title:** Requiring Dioceses to Create a Plan to Narrow Gender Gaps  
**Proposer:** Task Force to Study Sexism in TEC & Develop Anti-Sexism Training  
**Topic:** Equality, Women

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### **Directly Related:** (Attached)

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)  
1991-D066 Support a Policy of Pay Equity in the Church and Society

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

2009-A169 Gather Statistics About Episcopal Elections and Clergy Compensation (Referred)

*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.*

# A062 - Requiring Dioceses to Create a Plan to Narrow Gender Gaps

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**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:** No

**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

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## Resolution Text

*Resolved*, the House of \_\_\_\_\_ concurring,

That the 80th General Convention require each Diocese to submit to the 81st General Convention a plan to narrow the gender equity gaps which exist in their Diocese; and be it further

*Resolved*, That this plan shall be created after careful examination into the composition of diocesan bodies, gender pay equity of both clergy and lay, and the demographics of parish leadership, including any search committees.

## Explanation

The Task Force to Study Sexism in The Episcopal Church and Develop Anti-Sexism Training realized during their work that each Diocese must commit to combat gender inequality. We commend the few dioceses who have done work to understand the gender disparities in their own dioceses. We recommend that each Diocese be required to examine the composition of their bodies of leadership, understand the dynamics of gender at play with each, and to create a plan to narrow any gender equity gaps. Each diocese is different, and therefore they must create their own plan. No one body can undertake to do this for every diocese, so this must come from the diocese. The plan, which should be reflective of where the diocese currently stands on gender equality, should be created by the diocese and then submitted to the next General Convention.



**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**

<b>Diocesan Body (include clergy and lay)</b>	<b>Female Representatives</b>	<b>Male Representatives</b>	<b>Total Persons</b>
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:** 1991-D066  
**Title:** Support a Policy of Pay Equity in the Church and Society  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That the 70th General Convention of the Episcopal Church support the policy of Equal Pay for Work of Equal Value, otherwise known as Pay Equity, and that it urge the Church Center and the several dioceses to incorporate this policy into their employee guidelines, reporting the action taken to the Executive Council by January 1, 1994; and be it further*

*Resolved, That members of the Episcopal Church strive for the acceptance of this policy in their local and state governments as well as in private industry.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 392.