

General Convention of The Episcopal Church 2022 Archives' Research Report

Resolution No.: 2022-A130
Title: Resolution for the Development of Best Practices in Hiring and Developing Organizational Cultural Competencies
Proposer: Presiding Officers' Working Group on Truth Telling, Reckoning, and Healing
Topic: Racism

Directly Related: (Attached)

2015-A182 Address Systemic Racial Injustice
2012-A125 Recommit to Anti-Racism Work
2009-A142 Recommit the Church to Anti-Racism and Request Annual Diocesan Reports
2003-A010 Continue Anti-Racism Program
2003-D025 Continue Efforts to End Racism
2000-B049 Require Anti-Racism Training
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-A082 Require Racial and Ethnic Representation on Interim Bodies
1991-A090 Reduce Discrimination in Clergy Deployment
1991-D043 Urge Dioceses to Commit to Ending Racism
1988-A092 Request Executive Council to Establish a Commission on Racism
1988-A122 Amend Canon III.1 [Of Diocesan Commissions on Ministry]
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-A043 Revise Mandate for Executive Council Committee on Anti-Racism
2018-D002 Request Funding for Racial Reconciliation Initiatives
2015-A023 Authorize Continuation of the Executive Council Committee on Anti-Racism
2015-C019 Work for Racial Justice and Reconciliation

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.

A130 - Resolution for the Development of Best Practices in Hiring and Developing Organizational Cultural Competencies

Final Status: Not Yet Finalized

Proposed by: Presiding Officers' Working Group on Truth Telling, Reckoning, and Healing

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: Yes

Resolution Text

Resolved, the House of _____ concurring,

That this 80th General Convention direct Executive Council to develop model hiring, workplace, and Committee/Commission/Board practices that intentionally increase equitable hiring and access to leadership positions for People of Color and that promote healthy work environments within the church. And be it further

Resolved, That as the Executive Council implements this resolution, it seeks the wisdom and leadership of the Communities of Color within our church, professional associations, and external expert advisors as needed. And be it further

Resolved, That once developed and approved by Executive Council, those policies be implemented within the human resources department of Domestic and Foreign Missionary Society. And be it further

Resolved, That each diocese and congregation be encouraged to actively engage in addressing the ways that white supremacy culture has shaped its own structures, policies, and practices and work toward deepening their cultural competency, including, but not limited to the following:

1. Seeking out external coaching where necessary to help leaders address their own biases and to help examine the culture of the diocese and its leadership.
2. Ensuring Search Committees at every level of the church complete Dismantling Racism Training.
3. Seeking out or creating support systems for clergy and leadership of Color to address the challenges and stress of being the first or the only Person of Color doing this work in a mostly White context, especially when and where the deeper work of cultural transformation has not yet begun or is in its early stages.
4. Committing to intentionally sharing open positions across the networks of People of Color that already exist across the Church.
5. Providing professional development money for diocesan Transition Officers to continue to develop their understanding of structural and systemic racism, including the expansive gifts of underrepresented groups derived from non-traditional systems of learning.
6. Working towards equity in evaluating, hiring, and compensating candidates formed outside of traditional residential seminaries.

Explanation

Over the last triennium, the Presiding Bishop, the President of the House of Deputies, and the Executive Council have taken deliberate steps to address equity in our church's structures and increase participation and access to leadership positions in the church for People of Color. This resolution encourages that work to continue and to include the development of hiring and workplace best practices that could be adapted and used throughout the church.

Intentionally putting in place policies that seek to diversity the church's leadership has already proved to be effective in increasing the representation of women in the House of Bishops. There is a proven record that you have 2 or more women candidates on the slate, this means that women would be more likely to be elected.

In addition to equitable recruitment and hiring practices, this resolution encourages dioceses and churches to do the hard and deep work of examining and addressing their organizational culture and structures. It asks that they take steps to make needed changes to promote healthy, psychologically safe environments where all people can show up as their most authentic self, with the fullness of their God given gifts and abilities.

From the *Racial Justice Audit of Episcopal Leadership*:

"White dominant spaces are excited about diversity and intellectual engagements (book studies, workshops, video series, etc.), but these don't often result in transformation of the white dominant culture. This pattern pressures leaders of Color who serve on committees, are hired on staff, elected bishop, or sit on the Executive Council to assimilate or leave parts of themselves at the door. If not, People of Color often speak of being perceived as too bossy, aggressive, playing the race card, or loud. In essence, leaders of Color are asked to restrict who they are in order to placate and pacify the white dominant system, to survive and to remain employed. Leaders of Color and a few white leaders spoke about experiencing retribution (or the fear thereof) for speaking truth about systemic racism and personal experiences of racism." p. 39

“White culture paradoxically elevates and marginalizes People of Color. It places them on a pedestal, holds them to high expectations, and passes them the responsibility for naming, calling out, and confronting racism. This directly correlates with a sense of burden and burn out.” p. 52

Dioceses and churches across The Episcopal Church would benefit from the development of such policies that could be adapted for local context and use.



Resolution Number: 2015-A182
Title: Address Systemic Racial Injustice
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 78th General Convention of the Episcopal Church recognize that many Episcopalians find it challenging to understand or know how to respond to 21st century systemic racial injustices that still occur in multiple contexts including but not limited to education; employment; housing; health care; banking; voting rights; immigration; policing, courts, and prisons, etc.; and be it further

Resolved, That the 78th General Convention affirms that the Gospel, our Baptismal Covenant, and our Marks of Mission call individuals, churches, dioceses, provinces, and the wider Church to find more effective and productive ways to respond to racial injustice as we love our neighbors as ourselves, respect the dignity of every human being, and transform unjust structures of society; and be it further

Resolved, That the 78th General Convention declare that “not knowing” and “not having the eyes to see and ears to hear” are serious obstacles to transforming unjust structures and therefore direct the Church at every level for this triennium to commit to increase the use of study, education, research, anti-racism training, liturgies, and Christian formation instruction that specifically address systemic racial injustice; and be it further

Resolved, That the 78th General Convention urge the Church at every level to increase the number of dialogues about systemic racial injustice it has with local, state and national bodies within the public and private spheres and that these dialogues be used to identify, examine, and offer correctives to policies and practices within and among these bodies that result in systemic racial disparities and injustices; and be it further

Resolved, That the 78th General Convention urge dioceses and congregations to create vehicles for listening to diverse neighbors and developing reconciling relationships; such options might include (a) listening campaigns in local communities, (b) partnerships with churches and organizations comprised predominately of a different race or culture (especially those targeted by oppression), (c) neighborhood prayer walks, (d) storytelling and speak-out events designed to facilitate truth-telling, healing and action, (e) and others with which leaders throughout the Church are familiar; and be it further

Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with other church offices and organizations as appropriate to host, resource, and moderate an ongoing online forum for Episcopalians dedicated to the ministry of racial justice and reconciliation, with spaces dedicated to sharing about local and diocesan efforts and resources; and be it further

Resolved, That the 78th General Convention encourage Justice and Advocacy Ministries to partner with Youth Ministries to commission a gospel-centered, Internet-integrated, action-oriented, anti-racism youth ministry curriculum for congregations throughout The Episcopal Church, including those not in the United States, to be provided in English, Spanish and Haitian Creole; and be it further

Resolved, That the Standing Commission on Liturgy and Music produce and post online a set of prayers for racial reconciliation and justice, suitable for inclusion in the Prayers of the People; and be it further

Resolved, That the 78th General Convention urge the Executive Council to conduct its own internal audit to assess to what extent, if at all, racial disparities and systemic racial injustices exist within the Church (including but not limited to clergy salaries and deployment); and be it further

Resolved, That the 78th General Convention request that the Executive Council report back to the 79th General Convention on the results of the internal audit; what concrete steps it and the wider Church took to address systemic racial injustice in the wider culture; and how effective those steps were.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 438-439.



Resolution Number: 2012-A125
Title: Recommit to Anti-Racism Work
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 77th General Convention recommit and declare itself to be dedicated to continuing the work against the sin of racism in all of its forms; and be it further
Resolved, That a culture, expectation, and practice of anti-racism permeate the life of The Episcopal Church; and be it further
Resolved, That anti-racism principles and practices permeate the work of all teams of the DFMS, monitored and networked by a staff officer; and be it further
Resolved, That anti-racism principles and practices permeate the work of all volunteers participating in the governance structures of The Episcopal Church; and be it further
Resolved, That anti-racism training oversight and implementation be carried out on provincial and diocesan levels for all Episcopalians; and be it further
Resolved, That all dioceses and provinces initiate anti-racism training if they have not already done so and continue to engage in anti-racism training on an ongoing basis; and be it further
Resolved, That the provinces report annually to the Executive Council on the progress being made in fulfillment of this resolution; and be it further
Resolved, That the 77th General Convention request that the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$180,000 to be distributed and used by the Provinces for the implementation of this resolution during the 2013–2015 triennium.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 2012* (New York: General Convention, 2012), p. 489.



Resolution Number: 2009-A142
Title: Recommit the Church to Anti-Racism and Request Annual Diocesan Reports
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That The Episcopal Church recommit and declare itself to be dedicated to continuing to work against the sin of racism; and be it further

Resolved, That the Office of Anti-Racism and Gender Equality continue to design and deliver anti-racism, classism and ethnic discrimination training that examines factors and circumstances which maintain racism, classism and ethnic discrimination in the Church and in civil society; and be it further

Resolved, That all dioceses and provinces receive anti-racism training if they have not already done so or renew training that has been previously taken; and be it further

Resolved, That dioceses and provinces develop programs and ministries to dismantle and eradicate structures of racism, both internally and externally, and integrate the practices of anti-racism into their ongoing life; and be it further

Resolved, That the Anti-Racism Committee of Executive Council develop a monitoring and reporting process for the dioceses, and that dioceses make annual reports to the Anti-Racism Committee of Executive Council.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 742



Resolution Number: 2003-A010
Title: Continue Anti-Racism Program
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That The Episcopal Church reaffirm its historic commitment to eradicate racial injustice in the Church and in secular society, and that the Executive Council continue the anti-racism program with appropriate staffing and budget, as approved by the 73rd General Convention (A047) and recommend the National Dialogues on Anti-Racism methodology; and be it further

Resolved, That the emerging provincial network of anti-racism trainers be recognized as an important resource, and its utilization commended to the several provinces, dioceses, and affiliated organizations of the Church; and be it further

Resolved, That the 74th General Convention extend its appreciation to the organizers and participants of the anti-racism hearings and call upon the anti-racism committee (Anti-Racism Advisory Committee of the Executive Council and the Office of Social Justice) to implement a program that responds to the issues raised at the hearings, as appropriate; and be it further

Resolved, That all persons seeking election or appointment to the several standing commissions, other committees of Executive Council, related boards and auxiliary organizations must have had anti-racism training required by the 73rd General Convention (B049) or agree to have this training within a year of their appointment; and be it further

Resolved, That the Office of Peace and Justice be commended for its "Stop the Hate" Campaign, and be encouraged to develop similar programs that address the issues of racial profiling and other abuses of the criminal justice system that have emerged in this post 9/11 environment; and be it further

Resolved, That the Anti-Racism Committee of Executive Council be directed to prepare a report for the other standing committees and commissions of the Church that inform them of the several issues emerging from the anti-racism hearings, and specify what actions each might take to ameliorate the impact of racism in their area of concern.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Minneapolis, 2003* (New York: General Convention, 2004), p. 173f.



Resolution Number: 2003-D025
Title: Continue Efforts to End Racism
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 74th General Convention call upon the Presiding Bishop and the Executive Council, working through its Anti-Racism Advisory Committee, to convene a series of conversations among various groups of people of color of all generations, to prepare a report to the 75th Convention on recommending substantive, systemic changes in the current norms of behavior and practice within The Episcopal Church that would enhance its inclusivity and authentically acknowledge and celebrate its diversity; and be it further

Resolved, That the Presiding Bishop and the Executive Council empower appropriate staff persons to work closely with Churches Uniting in Christ and other interreligious partners to fashion a mutually-agreed-upon anti-racism training modality that would permit coherent ecumenical dialogue on overcoming the sin of racism as an important step in furthering the quest for Christian unity.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Minneapolis, 2003* (New York: General Convention, 2004), p. 343.



Resolution Number: 2000-B049
Title: Require Anti-Racism Training
Legislative Action Taken: Concurred as Substituted
Final Text:

Resolved, That beginning on September 1, 2000 the lay and ordained leadership of the Episcopal Church, including all ordained persons, professional staff, and those elected or appointed to positions of leadership on committees, commissions, agencies, and boards be required to take anti-racism training and receive certification of such training; and be it further

Resolved, That the Executive Council select and authorize appropriate programs that will be used at the national level; that each province select and authorize appropriate programs that will be used at the provincial level; and that each diocese select and authorize appropriate programs that will be used at the diocesan and parochial levels, each province and diocese to determine those lay and clergy leaders who are to take the training; and be it further

Resolved, That the Standing Commission on National Concerns continues to develop a list of such appropriate resources; and be it further

Resolved, That each national committee, commission, agency, and board, and each province and diocese maintain a register of those who are trainers and those who have been trained, and forward this information to the Executive Council by January 1, 2003, and every two years thereafter, and the Council report on this information to the 74th and 75th General Conventions.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 603.



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-A082
Title: Require Racial and Ethnic Representation on Interim Bodies
Legislative Action Taken: Concurred As Substituted
Final Text:

Resolved, That the 70th General Convention of the Episcopal Church express its profound concern about the problem of racism in the Church and its commitment to concrete action in pursuit of racial justice within and beyond the bounds of the Church; and be it further
Resolved, That the 70th General Convention recognize the commitment of the Presiding Bishop and the President of the House of Deputies to include persons of racial and ethnic diversity in their appointments to Interim Bodies and official Commissions of the Episcopal Church, and urge them to increase their efforts to do so; and be it further
Resolved, That this Convention affirm the goals and objectives of the Commission on Racism as listed on page 146 of the Blue Book, and support their implementation; and be it further
Resolved, That this Convention urge each Diocese to establish a Commission or Committee on racism; to include persons of racial and ethnic diversity in appointments to diocesan commissions and committees; and to urge all its diocesan bodies and congregations to be sensitive to the issue of racial justice; and be it further
Resolved, That the Commission on Racism continue to report results and recommendations to the Executive Council annually and to the 71st and succeeding conventions.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 371.



Resolution Number: 1991-A090
Title: Reduce Discrimination in Clergy Deployment
Legislative Action Taken: Concurred As Substituted
Final Text:

Resolved, That the Council for the Development of Ministry facilitate the development of educational materials and training programs, in consultation with the ethnic desks of the Presiding Bishop's staff and other appropriate groups, for diocesan deployment officers, commissions on ministry, search committees and congregations, to help eliminate discrimination in deployment throughout the church against clergywomen, clergy of color, ethnic clergy, and clergy with disabilities.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 278.



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 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-A092
Title: Request Executive Council to Establish a Commission on Racism
Legislative Action Taken: Concurred As Amended
Final Text:

Resolved, That the 69th General Convention give special thanks for Presiding Bishop Edmond Lee Browning's active and faithful leadership in combatting institutional racism and all forms of injustice in the Episcopal Church; and be it further

Resolved, That the Executive Council establish a Commission on Racism whose duty it shall be:

to offer and provide assistance to dioceses, congregations and agencies of the Episcopal Church in developing programs to combat racism;

to offer and provide assistance in the development of affirmative action programs and monitoring the implementation of the same;

to offer and provide assistance in the evaluation of such programs;

and be it further

Resolved, That the Commission on Racism shall consist of ten members to be appointed by the Presiding Bishop with representation as follows: two Asians, two Blacks, two Hispanics, two Native Americans, two Whites and an ex-officio member from the Committee on the Status of Women; and be it further

Resolved, That the Commission on Racism shall be a Commission of the Executive Council; shall report annually to the Executive Council on its activities and progress; and shall report to the General Convention in 1991 and thereafter; [and be it further]

[Resolved, That there be appropriated from the Assessment Budget of the General Convention for the expenses of the Commission on Racism the sum of \$75,000 for the triennium 1989-91.]

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Detroit, 1988* (New York: General Convention, 1989), p. 329.



Resolution Number: 1988-A122
Title: Amend Canon III.1 [Of Diocesan Commissions on Ministry]
Legislative Action Taken: Concurred
Final Text:

Resolved, That Canon III.1 be amended as follows:

**CANON 12.
Of Diocesan Commissions on Ministry**

Sec. 1. ~~In every~~ *each* Diocese there shall be a Commission on Ministry (the "Commission") consisting of ~~Members of the~~ Clergy and Lay Persons. The number of members, terms of office, and manner of selection to the Commission on Ministry shall be determined by ~~diocesan~~ *the Canons of each Diocese.*

Sec. 2 (a). The Commission shall assist the Bishop *with regard to the implementation of Canon III.1:*

(a). In determining present and future needs for all ministry in the Diocese.

(b). ~~The Commission shall assist the Bishop in matters pertaining to the enlistment and selection of~~ In recruiting and selecting persons for Holy Orders and in the guidance of all guiding and examining Postulants, and Candidates, and Deacons in training for priesthood. and in determining the future needs for ordained ministry in the Diocese.

(c). In providing for the guidance and pastoral care of Clergy and Lay Persons who are in stipendiary and non-stipendiary positions accountable to the Bishop.

(d). In promoting the continuing education of the Clergy and of Lay Professionals employed by the Church.

(e). In supporting the development, training, utilization, and affirmation of the ministry of the Laity in the world.

Sec. 3 ~~The Church in each Diocese shall make provision for the development, training, utilization, and affirmation of Lay Ministries. Each Diocese shall assign responsibility for the implementation of this Canon to the Commission or to such other committee or other agency as it shall deem fitting.~~

Sec. 4.3. The Commission may adopt rules for its work, subject to the approval of the Bishop; *Provided, the same they* are not inconsistent with the *Constitution and Canons of the General convention and this Church or of the Diocese.* These rules may include provision for committees of the Commission (~~such as Selection, Examination, Interviewing, and Continuing Education~~) to act on its behalf; however, ultimate responsibility shall remain with the Commission as a whole to report to the Bishop concerning an applicant's fitness *and readiness*

for admission as a Postulant or Candidate, and if requested by the Bishop, for ordination to the Diaconate and, *if requested by the Bishop*, to the Priesthood.

~~Sec. 5. In those cases where the conduct and evaluation of the examination of persons for Holy Orders is assigned to the Commission, the Commission shall make the Report called for under Canon III.30.4.~~

~~Sec. 6. Under the guidance and oversight of the Bishop, the Commission shall interview each Candidate before ordination to the Diaconate and if so requested by the Bishop, to the Priesthood, to ascertain personal readiness for such ordination, and shall report in writing and without delay the findings of this interview to the Bishop.~~

~~Sec. 7. The Commission shall assist the Bishop in the guidance and pastoral care of Deacons, of Deaconesses, if there be such, and of Certified Church Workers.~~

~~Sec. 8. The Commission shall assist the Bishop in matters pertaining to the continuing education of the clergy in the Diocese.~~

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Detroit, 1988* (New York: General Convention, 1989), p. 553.



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.