

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

**Resolution No.:** 2022-D016  
**Title:** Resolution Requiring Action in Response to TEC's Racial Audit  
**Proposer:** Ms. LaFawn Gilliam  
**Topic:** Racism, Reconciliation

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### Directly Related: (Attached)

2015-A182 Address Systemic Racial Injustice  
2009-A142 Recommit the Church to Anti-Racism and Request Annual Diocesan Reports  
2000-A047 Extend Anti-Racism Commitment for Another Nine Years  
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-A199 Urge Each Diocese to Conduct an Audit on Institutional Racism  
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  
1985-A140 Request Dioceses to Establish and Report on Affirmative Action Procedures  
1982-A152 Ratify the Executive Council's Affirmative Action Plan  
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-A015 Direct Interim Bodies to Undergo Anti-Racism Training  
2018-A045 Reaffirm and Report on Anti-Racism Training  
2018-A230 Condemn Unjust Scapegoating  
2015-C019 Work for Racial Justice and Reconciliation  
2003-A010 Continue Anti-Racism Program  
1997-D040 Support the National Commission to Combat Racism

*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.*

# D016 - Resolution Requiring Action in Response to TEC's Racial Audit

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**Final Status:** Not Yet Finalized

**Proposed by:** Ms. LaFawn Gilliam

**Endorsed by:** Canon Noreen Duncan, The Rev. Glenna Huber

**Requests New Interim Body:** No

**Amends C&C or Rules of Order:** No

**Has Budget Implications:** No

**Cost:**

**HiA:** HD

**Legislative Committee Currently Assigned:** 09 - Racial Justice & Reconciliation

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

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

That this 80th General Convention of The Episcopal Church hereby direct The Executive Council to take the following action:

1. Investigate what is causing The Episcopal Church's leadership positions not to be more representative of people of color and report back to the 81st General Convention a plan for overcoming those obstacles;
2. Encourage the creation of a leadership position in each diocesan administration whose specific role is to address the societal issues that disproportionately affect black and brown people;
3. Encourage such diocesan actions to ensure that people of color who dedicate their time, finances, and energy to sustain local parishes earn that recognition and a pathway to leadership;
4. Encourage that all dioceses budget resources for and audit the adequacy of anti-racism training for all clergy, lay leaders, and staff;
5. Explore how the Diocese of Maryland Truth and Reconciliation Commission can serve as a model in other dioceses;
6. Examine discernment and ordination processes and require participation by black and brown people on nominating committees, commissions on ministry, discernment committees and any other entity involved in identifying, affirming and overseeing the diocesan process for ordination;

7. Mandate that anti-racism training must openly address what white privilege and white supremacy means and the impact they have had on people of color.

## **Explanation**

The video of George Floyd's excruciating eight-minute 46-second death under the knees of a Minneapolis police officer and with the aid of fellow officers was the final catalyst in an ongoing controversy in the United States.

What is causing unarmed Black Americans to die at such a disproportionately higher rate than White Americans during police interactions? Why is law enforcement being called to intervene in some of these minor situations at all?

The tragic deaths of many African American people shine light on the broader problem that we face.

The Episcopal Church expresses that all are welcome. However, it must recognize that many of its members fail to understand that the full participation of Black Americans in some communities continues at a slow pace. Others may, in fact, recognize a problem but choose to remain silent. Some of our members know about systemic racism, race bias, and exclusion and deliberately perpetuate these injustices through overt and subtle acts without corresponding accountability.

Public law enforcement is one institution within an interdependent system of businesses, government agencies, institutions, and laws that shape our quality of life. Black Americans experience the impact of racism navigating that interdependent system daily. George Floyd, Breana Taylor, Michael Brown, Eric Garner, Alton Sterling, and Philando Castile are proof of that. The Police use unnecessary lethal force against Black Americans and other people of color with impunity. Race bias and implied racism within social structures form an artificial barrier to the success for many people of color in an insidious way that does not involve overt hatred, discrimination, or even name-calling.

Despite the many Social Justice Resolutions that have been passed by TEC's General Convention, the recent Racial Audit reveals that systemic racism still exists, even within TEC. Clearly, statements on equity and inclusion alone do not alter complex human conditioning.

We understand that it can be particularly challenging for White Americans to speak openly about racism and there are reasons for this. However, we must ask ourselves: "How can we proclaim that we have the love of Christ if we remain silent while innocent people continue to die?"

We have celebrated our identity as African descendants in The Episcopal Church for over 220 years. Today, we remain resilient and proud of our heritage despite the sadness that sometimes arises from the centuries-old fight against marginalization. Clearly, our work is not yet done.

By adopting this Resolution, let us take this critical step together to hold ourselves accountable to equity, inclusion, and reconciliation as a body of believers with Christ as our guide.

The late Rev. Dr. Martin Luther King, Jr. said, "He who passively accepts evil is as much involved in it as he who helps to perpetrate it. He who accepts evil without protesting against it is really cooperating with it."



**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:** 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:** 2000-A047  
**Title:** Extend Anti-Racism Commitment for Another Nine Years  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That recognizing the continuing prevalence of the sin of racism within the Episcopal Church, the 73rd General Convention hereby acknowledge that our acts of commission and omission throughout the history of the Episcopal Church in the United States have perpetrated racism in our church and society; and be it further*

*Resolved, That as the 70th General Convention, D-113 called this church to a nine year commitment to address racism inside our church, within society, and in our world, so this 73rd General Convention does now commit itself with renewed energy for another nine years to continue the work already begun in the past three triennia in order that we become a church committed to ending institutional and other forms of racism which necessitates the acceptance of abandonment of privilege and the sharing of power within our polity, within our society, and throughout the world; and be it further*

*Resolved, That each diocese and congregation recommit itself to the work of overcoming the sin of racism in its many forms, including but not limited to, its effects on the recruitment and deployment of persons of color as clergy and lay professionals in the church; and be it further*

*Resolved, That this General Convention charge the Executive Council's Committee on Anti-Racism to continue its work to overcome the historic silence and complicity of our church in the sin of racism including, but not limited to, its proposed hearings on racism; and be it further*

*Resolved, That the work at the national office be coordinated through the office of Peace and Justice which will provide methods of support and evaluation for each diocese in its anti-racism work and report annually to the full Executive Council on its progress.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 363.



**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-A199  
**Title:** Urge Each Diocese to Conduct an Audit on Institutional Racism  
**Legislative Action Taken:** Concurred  
**Final Text:**

***Resolved, That the 70th General Convention of the Episcopal Church in the United States of America urge each diocese and local congregation to conduct an audit on institutional racism of its life and work; and be it further***

***Resolved, That in response to these audits we ask each diocese and local congregation to take such actions as may help us to admit to the racism in our midst and to initiate changes in our structure and programs that will redress this wound in the Body of Christ.***

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 249.



**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:** 1985-A140  
**Title:** Request Dioceses to Establish and Report on Affirmative Action Procedures  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved, That the several Dioceses of the Church be requested to establish Affirmative Action procedures, using as a basis those procedures adopted by the 67th General Convention for the Executive Council, the General Convention, and the interim bodies of the General Convention; and be it further*

*Resolved, That the several Dioceses be requested to report annually their participation in such procedures to the Executive for Administration and to the Committee on the State of the Church, using a form prepared by the Personnel Committee/Department of the Executive Council.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 1985* (New York: General Convention, 1986), p. 162.



**Resolution Number:** 1982-A152  
**Title:** Ratify the Executive Council's Affirmative Action Plan  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That the 67th General Convention adopt the Affirmative Action plan as adopted by the Executive Council for its employees, committees and purchases, said plan to cover the employees, the interim bodies thereof being the committees, commissions, boards and agencies of the General Convention, and the purchasing of goods and services by General Convention.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, New Orleans, 1982* (New York: General Convention, 1983), p. C-67.



**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.