

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

**Resolution No.:** 2022-D093  
**Title:** Broad Representation in Discernment Processes  
**Proposer:** Mrs. Heather Rodriguez  
**Topic:** Ordained Ministry, Ordination Process

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

2018-A091 On the Topic of Amending Canons on Clergy Appointments (Rejected)  
2018-A284 Amend Canons I.17.5 and III.1.2 [Rights of Laity, Access to Discernment Process]  
2018-D092 Amend Canon III.1.2 [Access to Discernment Process]  
2012-D002 Amend Canon III.1.2 [Access to Discernment Process for Ministry]  
1997-A052 Amend Canons III.8, 16, and 17 [Removing Discrimination on the Basis of Sex]

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

2009-C048 Support Employment Non-discrimination Laws

*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.*

# D093 - Broad Representation in Discernment Processes

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**Final Status:** Not Yet Finalized

**Proposed by:** Mrs. Heather Rodriguez

**Endorsed by:** The Rev. José Rodríguez-Sanjuro, Mr. Joe McDaniel, Ms. Wendy Cañas, The Rev. Daniel Vélez-Rivera

**Requests New Interim Body:** No

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

**Has Budget Implications:** No

**Cost:**

**HiA:** HB

**Legislative Committee Currently Assigned:** 15 - Ministry

**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 of The Episcopal Church affirms that inherent in the non-discrimination rights of Candidates in diocesan discernment processes is the inclusion of other persons broadly representative of the diocese's racial and ethnic diversity and background as defined in Canon III.1.2 concerning access to discernment processes; and be it further

*Resolved*, That dioceses shall be encouraged to ensure that Candidates for discernment processes have access to an advocate within the discernment process who represents the Candidate racial and ethnic diversity or background as defined in Canon III.1.2. When such persons are not available a suitable advocate is assigned who is culturally competent and knowledgeable concerning the Candidate's background. This advocate shall have a voice throughout the discernment process.

## Explanation

Equal employment opportunity is enshrined in U.S. Federal Law, and workers in the secular marketplace have many protections. The Church should be a leader in worker protection. All persons in discernment processes in this Church should have greater protections and assurances of equal opportunity that exceed those available in the secular marketplace.

Canon III.1.2, concerning access to discernment processes, says: "No person shall be denied access to the discernment process or to any process for the employment, licensing, calling, or deployment for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, immigration status, national origin, sex, marital or family status (including pregnancy and child care plans), sexual orientation, gender identity and expression, disabilities or age, except as otherwise provided by these Canons. No right to employment, licensing, ordination, call, deployment, or election is hereby established.

Canon III.1.3, concerning equal applicability, says: "The provisions of these Canons for the admission of Candidates for the Ordination to the three Orders: Bishops, Priests and Deacons shall be equally applicable to men and women."

Canon III.8.5.c, concerning the formation, says: "Formation shall take into account the local culture and each Postulant or Candidate's background, age, occupation, and ministry."

Rules of Order Section VII.20 for the 79th General Convention uses "broadly representative."





**Resolution Number:** 2018-A091  
**Title:** On the Topic of Amending Canons on Clergy Appointments  
**Legislative Action Taken:** Rejected  
**Text of Resolution:**

*Resolved*, the House of Deputies concurring, That Canon III.9 is hereby amended to add the following to read as follows:

Section 3: The Appointment of Priests:

*(a) No priest shall be discriminated against in the call or appointment process of this Church because of race, color, ethnic origin, nation of origin, sex, marital status, sexual orientation, gender identity and expression, disabilities or age, except as otherwise provided by these Canons.*

and be it further

*Resolved*, That the existing sections be numbered appropriately; and be it further

*Resolved*, That Canon III.7.1 is hereby amended to read as follows:

Sec. 1. Deacons serve directly under the authority of and are accountable to the Bishop, or in the absence of the Bishop, the Ecclesiastical Authority of the Diocese. *No deacon shall be discriminated against in the appointment process of this Church because of race, color, ethnic origin, nation of origin, sex, marital status, sexual orientation, gender identity and expression, disabilities or age, except as otherwise provided by these Canons.*



**Resolution Number:** 2018-A284  
**Title:** Amend Canons I.17.5 and III.1.2 [Rights of Laity, Access to Discernment Process]  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That Canon I.17.5 be amended to read as follows:*

**Sec. 5.** No one shall be denied rights, status or access to an equal place in the life, worship, and governance, or *employment* of this Church because of race, color, ethnic origin, national origin, marital or family status (*including pregnancy or child care plans*), sex, sexual orientation, gender identity and expression, disabilities or age, except as otherwise specified by Canons.

And be it further

*Resolved, That Canon III.1.2 be amended to read as follows:*

**Sec. 2.** No person shall be denied access to the discernment process or to any process for the employment, licensing, calling, or deployment for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital or family status (*including pregnancy and child care plans*), sexual orientation, gender identity and expression, disabilities or age, except as otherwise provided by these Canons. No right to *employment, licensing, ordination, call, deployment, or election* is hereby established.

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 674.



**Resolution Number:** 2018-D092  
**Title:** Amend Canon III.1.2 [Access to Discernment Process]  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That Canon III.1.2 be amended to read as follows:*

**Sec. 2. No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, *immigration status*, national origin, sex, marital status, sexual orientation, gender identity and expression, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 683.



**Resolution Number:** 2012-D002  
**Title:** Amend Canon III.1.2 [Access to Discernment Process for Ministry]  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That Title III, Canon 1, Sec. 2 of the Canons of The Episcopal Church be hereby amended to read as follows:*

**Sec. 2. No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, *gender identity and expression*, disabilities or age, except as otherwise provided by these Canons. No right to licensing, ordination, or election is hereby established.**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 2012* (New York: General Convention, 2012), p. 512.





**Resolution Number:** 1997-A052  
**Title:** Amend Canons III.8, 16, and 17 [Removing Discrimination on the Basis of Sex]  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved, That Canon III.8.1 be amended by adding the following sentence at the end thereof: No one shall be denied access to the ordination process nor postulancy, candidacy or ordination in any parish or diocese of this church solely [sic] on account of his or her sex ; and be it further*  
*Resolved, That Canon III.16.1(d) be amended by adding the following sentence at the end thereof: The Ecclesiastical Authority shall not deny or refuse to accept Letters Dimissory on account of the applicant's sex; and be it further*  
*Resolved, That Canon III.16.2 be amended by adding the following sentence at the end thereof: No member of the clergy shall be denied a license on account of his or her sex ; and be it further*  
*Resolved, That Canon III.17.3 be amended by adding the following as the penultimate sentence thereof:*  
*Sex shall not be a factor in the Ecclesiastical Authority's determination of whether such person is a duly qualified priest.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Philadelphia, 1997* (New York: General Convention, 1998), pp. 110-111.