

General Convention of The Episcopal Church 2024 Archives' Research Report

Resolution No.: 2024-A027
Title: Increase Recruitment, Hiring, Appointment, Retention, and Representation of People of Color in Church Positions
Proposer: Executive Council Committee on Anti-Racism & Reconciliation
Topic: Racism, Reconciliation

Directly Related: (Attached)

2022-A130 Develop Model Practices to Increase Equitable Hiring and Cultural Competency
2022-C058 Take Action in Response to TEC's Racial Audit
2022-D094 Reaffirm the Role of Multicultural Ministries
2018-A075 Develop Best Practices for Nominating Provincial Representatives
1994-A083 On the Topic of Racially and Culturally Diverse Ministry (Rejected)

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

2018-A143 Study the Career Development of Female and Minority Clergy
2018-D093 Ensure Equitable Racial Representation in Liturgical Planning
2012-A144 Monitor Underrepresented Groups in Episcopal Elections
2009-A145 Request Study of Diocesan Processes to Recruit Persons of Color
2003-A063 Encourage Diversity in Diocesan Leadership
2003-A079 Recommend Diversity Among General Convention Deputations
2003-D043 On the Topic of Assessing Diversity of Clergy Deployment (Rejected)
1994-A045 Recruit and Retain People of Color in the Ordained Ministry
1994-A046 Recruit and Retain People of Color for Lay Ministry and Leadership
1994-D135 Oversee Monitoring of Full Integration of People of Color in Church Structures
1991-A082 Require Racial and Ethnic Representation on Interim Bodies
1979-B093 Implement an Affirmative Action Program for Church Employment
1976-A064 Investigate Racial Inequities in Clergy Deployment Practices

In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2022, 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](#).

A027 - Increase recruitment, hiring, appointment, retention, and representation of People of Color in church positions

Final Status: Not Yet Finalized

Proposed by: Executive Council Committee on Anti-Racism & Reconciliation

Has Budget Implications: No

Cost:

Amends C&C or Rules of Order: No

Requests New Interim Body: No

Changes Mandate Of Existing Ib: No

Directs Dfms Staff: Yes

Directs Dioceses: No

Directs Executive Council: No

HiA: No House Assigned

Legislative Committee Currently Assigned: No Committee Assigned

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: No

Resolution Text

Resolved, the House of _____ concurring,

That the 81st General Convention of The Episcopal Church (“TEC”) hereby commit to developing greater representation and retention of PoC in all church positions; and be it further

Resolved, That, the 81st General Convention urges TEC staff in the Office of Racial Justice and Reconciliation, in partnership with the Executive Council Committee on Anti-Racism & Reconciliation and others, to complete the development of and dissemination of a set of guidelines and best practices to all parishes, dioceses, and institutions for the recruitment, hiring, appointment, retention, and representation of People of Color in hired and appointed church positions; and be it further

Resolved, That TEC strongly urges all parishes, dioceses, and institutions to follow these guidelines and best practices reporting the results of their efforts through the annual parochial report.

Explanation

Recent research into the membership of the church has confirmed that there is a significant percentage of our membership who are People of Color. Yet People of Color are not equitably represented in the governance and operations of the church. In the Sermon on the Mount Jesus gives us what is commonly known as The Golden Rule “Do unto others as you would have them do unto you”. This is repeated in both Matthew 7:12 and Luke 6:31. Yet as a church, how can we do this if we as a church do not have appropriate visibility and representation in the leadership and operations of the church that would lead us to an understanding of ourselves? While there is a desire to rectify this situation and have equitable representation of People of Color, research also indicates that many members involved in calling or hiring for church positions do not know how to reach People of Color or truly engage them in candidacy for positions. While the Transition office has some guidelines, they are not as robust enough and those existing guidelines only apply to clergy transitions.

This resolution will provide the guidance necessary to help increase the numbers of People of Color toward a more appropriate representation in the church. It should, also, lead to more involvement and more membership of People of Color in the church.



Resolution Number: 2022-A130
Title: Develop Model Practices to Increase Equitable Hiring and Cultural Competency
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 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.**

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), pp. 844-845.



Resolution Number: 2022-C058
Title: Take Action in Response to TEC's Racial Audit
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 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.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), pp. 857-858.



Resolution Number: 2022-D094
Title: Reaffirm the Role of Multicultural Ministries
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 80th General Convention of The Episcopal Church reaffirms the role of our multicultural ministries in the life of the Church and resolves to strengthen them and affirm evangelistic work among diverse ethnic groups; and be it further

Resolved, That the 80th General Convention reaffirms all prior resolutions concerning ethnic ministries and resolves that the principles inherent in prior resolutions concerning particular ethnic groups apply to all ethnic and underrepresented groups; and be it further

Resolved, That the General Convention reaffirms the Church's work and commitment to minority and ethnic ministry and its work to underrepresented and vulnerable groups; and be it further

Resolved, That the General Convention reaffirms all church-wide and diocesan bodies for ethnic congregational development and continues to support empowerment programs for ethnic and racial minorities and underrepresented groups; and be it further

Resolved, That all previous General Convention resolutions supporting ethnic and minority ministries shall be considered part of the Church's anti-racism and evangelistic work; and be it further

Resolved, That the work necessary to include people of color, ethnic minorities, and the underrepresented in the life and leadership of the Church at all levels – church-wide and diocesan – is inalienable from the Baptismal Covenant's call to respect the dignity of every human being.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), p. 878.



Resolution Number: 2018-A075
Title: Develop Best Practices for Nominating Provincial Representatives
Legislative Action Taken: Concurred as Substituted
Final Text:

Resolved, That the 79th General Convention of the Episcopal Church urges the Executive Council, in consultation with the provinces and the Joint Standing Committee on Nominations, to develop best practices for provinces to use when nominating and electing provincial representatives to Executive Council, which practices will continue to ensure diverse and qualified candidates, and that the Executive Council commend those best practices to the leadership of the provinces.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 897.



Resolution Number: 1994-A083
Title: On the Topic of Racially and Culturally Diverse Ministry
Legislative Action Taken: Rejected
Text of Resolution:

Resolved, the House of Bishops concurring, That the Church Deployment Office identify/develop guidelines for congregations and dioceses to assist them in utilizing our racial and cultural diversity creatively; and be it further

Resolved, That the Board for Theological Education convene a conference among all Episcopal Church seminaries on training for urban ministry, focusing on racial and cultural diversity; and be it further

Resolved, That the National Church Headquarters establish a resource center which will coordinate information on worship, outreach, styles of ministry, communication, networking, etc., to be available for congregational and diocesan use.