

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018  
ARCHIVES' RESEARCH REPORT**

**RESOLUTION NO.:** 2018-A045  
**TITLE:** Revision and Reminder of Anti-Racism Training Requirement  
**PROPOSER:** Executive Council Committee on Anti-Racism  
**TOPIC:** Racism

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**Directly Related:** (Attached)

2015-A023 Authorize Continuation of the Executive Council Committee on Anti-Racism  
2000-B049 Require Anti-Racism Training

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

None

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, 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 at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.*

# A045 Revision and Reminder of Anti-Racism Training Requirement

Proposer	Executive Council Committee on Anti-Racism
Endorsed by	
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	HB / 09 - Racial Justice and Reconciliation
Current Status	Resolution Filed
Version	Original (as filed)
Review Status	Not yet reviewed

## RESOLUTION TEXT

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That we acknowledge that all diocese have not followed the spirit of the Episcopal Church Canon Article III.6.5(g) Training regarding Anti-racism training or General Convention Resolution 2000-B49 regarding training of all ordained persons and lay leadership; and be it further
- 2 *Resolved*, That the Presiding officers remind dioceses that ordained persons and lay leaders, are required to become certified based on having completed anti-racism training; and be it further
- 3 *Resolved*, That the definition of “anti-racism training” include attaining a certification, which adheres to the rubric and process recommended by the Executive Council Committee on Anti-Racism examination and TEC staff; and be it further
- 4 *Resolved*, That the General Convention Resolution 2000-Bo49 be amended to clarify the training requirement and read as follows:
- 5       *“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 *meeting the Competency Level defined by the Executive Council Committee on Anti-Racism* and receive certification of such training; and be it further
- 6       *Resolved*, That the Executive Council *and TEC staff* select *and maintain* an authorized list of appropriate trainers *who meet the Mastery Level defined by the Executive Council Committee on Anti-Racism* and training programs that *could will* be used ~~at the national level~~ for anti-racism training; that each province select and authorize appropriate ~~programs~~ *trainers from this list* that will be used at the provincial level; and that each diocese select and authorize appropriate ~~programs~~ *trainers from this list* 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

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

8       *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 to a TEC staff member identified on the Church*  
*website and/or other publically visible location for this purpose, and that the Council*  
*report on this information to the 74th and 75th General Conventions and future*  
*General Conventions until such time as the Executive Council on Anti-Racism or its*  
*succeeding body determines it is no longer necessary.”*

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#### EXPLANATION

The Episcopal Church currently requires Anti-Racism “training” for all ordained persons as per Canon Article III.6.5(g) Training and for lay leadership per General Convention Resolution 2000-Bo49.

The Committee is mandated to monitor “compliance of anti-racism legislation (including the one above) passed by General Convention” and to develop “criteria for the credentialing of certified anti-racism trainers” (GC 2012-A161 and GC 2015 A022). Committee members have reported that our Church, at multiple levels, is not in full compliance with the requirement of anti-racism training (canonical or by resolution) and believes that this is due to the lack clear guidelines for certification of lay or ordained persons and the expense in the training offered by qualified trainers.

This resolution clarifies what constitutes fulfilment of the Article III.6.5(g) Training regarding anti-racism training and General Convention Resolution 2009-Bo49 making it easier to follow the spirit of the resolution.

The Standing Commission on National Concerns no longer exists, thus the clause referencing it should be stricken.

The reporting times of the original resolution have passed or are confusing because this is well beyond the expected timeframe of the resolution’s need. This resolution seeks to clarify the reporting requirement and make clear the reporting times and the recipient of the information.

During the 2009 General Convention the funding for the position of Anti-Racism Officer was discontinued and so, too, were church-wide anti-racism “Train-the-Trainer programs.” The ability to keep the designated list of certified trainers no longer exists, yet the anti-racism training requirement remained in effect. This resolution seeks to address the lack of budget commensurate to carry out this important work so the resolution is not an unfunded mandate.



**Resolution Number:** 2015-A023  
**Title:** Authorize Continuation of the Executive Council Committee on Anti-Racism  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention of The Episcopal Church continue the existence of the Executive Council Committee on Anti-Racism for another nine years; and be it further Resolved, That the General Convention affirm the importance of the work of the Executive Council Committee on Anti-Racism to support the Church to live into existing General Convention resolutions mandating anti-racism training for clergy and lay leaders of the Church, which includes meeting in person to review, recommend, and endorse anti-racism curricula for use by the Church and to plan and prepare for at least one Church-wide “Train the Trainer” workshop in the next triennium; and be it further Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to allocate \$131,500 covering training, licensing, face-to-face meetings, and translation for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), pp. 411-412.



**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.