

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

RESOLUTION NO.: 2018-C060
TITLE: Breaking the Episcopal Stained Glass Ceiling
PROPOSER: Newark
TOPIC: Structure

Directly Related: (Attached)

2009-A169 Gather Statistics About Episcopal Elections and Clergy Compensation
2006-D024 Support Equal Participation of Women and Men on Interim Bodies
1991-D066 Support a Policy of Pay Equity in the Church and Society
1985-C023 Eradicate Institutional Sexism and Pursue Affirmative Action

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

2012-A144 Monitor Underrepresented Groups in Episcopal Elections
1976-C066 Consider Ways of Fostering Fair Employment Practices for Women in Ministry
1976-D029 Promote Programs Concerning Discrimination Against Women in the Church

C060 Breaking the Episcopal Stained Glass Ceiling

Proposer	Diocese of Newark
Endorsed by	
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	HB / 15 - Ministry
Current Status	Pre-Filed Resolution
Version	Original (as filed)
Review Status	Not yet reviewed

RESOLUTION TEXT

- Resolved*, the House of _____ concurring, That the 79th General Convention of the Episcopal Church authorize a task force with membership, appointed by the Presiding Officers, of which women shall compose at least half of the membership, to research sexism in The Episcopal Church, and the role it plays in pay equity, status, and gender-based harassment. The task force shall report back to the 80th General Convention of the Episcopal Church with a plan to provide materials and resources to combat sexism in the Church; and be it further
- Resolved*, That the Joint Standing Committee on Program, Budget and Finance consider a budget allocation of \$60,000 for the implementation of this resolution.

EXPLANATION

Women have been ordained clergy in The Episcopal Church since 1974 (adopted by Canon at the 65th General Convention of 1976). The disparity in role and pay, as documented and evidenced by the Church, and witnessed to by women clergy, continue to be a hindrance to women being able to fully live into their call, limiting not only women clergy, but the Church as a whole. Women clergy are often the victims of sexual harassment and other forms of abuse within the Church. The Church is to be a beacon of what is possible, good, and right in society, and yet participates in outright discrimination, setting a poor role model for women and girls. The Church should always be at the forefront of justice, and the status and treatment of women and girls must be a part of that gospel mission. Something must be done to remove the log from our own eye, so that we may work to remove it from that of the society in which we live.

Sexism, like racism, is a societal ill that many participate in unaware, requiring us to engage in self-awareness of our own biases, and that of the world in which we live. Just as the Anti-Racism Trainings have opened the eyes of so many in this Diocese, we hope that the Anti-Sexism training and education will do the same. While required training may not eliminate outright sexism and misogyny, the Anti-Racism training has shown that by its very requirement in the canons, focus and attention on the issue is made manifest in the Church by those who have taken it. Whenever any part of God's creation is abused, we all suffer, and it is our gospel mission to work for justice for all.

The following are excerpts from *Why Gender Still Matters* by The Rev. Paula Nesbitt, PhD, Chair, 2012-15 Executive Council Committee on the Status of Women:

“The following statistical trends from the Church Pension Fund and other sources point to some areas

where gender now matters little, but also to where it significantly matters. Where any group is disadvantaged, it limits the opportunity for the diversity of all gifts and skills in the ministry. It also can keep alive bias, as well as limit our imagination of the possibilities that the church is called to be.



Resolution Number: 2009-A169
Title: Gather Statistics About Episcopal Elections and Clergy Compensation
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 76th General Convention of The Episcopal Church directs the Office of Pastoral Development to maintain annual statistics about numbers of women and men in elections to the episcopate and to report them annually to the Church; and be it further Resolved, That the Convention directs the Office for Transition Ministry in consultation with the Church Pension Fund, diocese and other appropriate agencies to gather data annually about 1) clergy compensation by gender, and 2) numbers of all male and female clergy, and to broadly disseminate the report by electronic and other means on an annual basis.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), pp. 798-799.



Resolution Number: 2006-D024
Title: Support Equal Participation of Women and Men on Interim Bodies
Legislative Action Taken: Concurred as Amended
Final Text:

Resolved, That the 75th General Convention of The Episcopal Church endorse, ratify, and implement Resolution 13/31 adopted by the Anglican Consultative Council at its meeting in Nottingham, England in June 2005, stating that there should be equal participation of women and men on all decision-making bodies of the Anglican Consultative Council and that all Provinces of the Communion should work to achieve that goal; and be it further

Resolved, That the General Convention urge and encourage all provinces, dioceses, and congregations of The Episcopal Church to work toward the same goal of equal participation of women and men on all their decision-making committees, commissions, agencies, and boards; and be it further

Resolved, That a reporting mechanism be developed in order to record the achievement of such gender equality, reporting those achievements annually to the Executive Council and to the 76th General Convention.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), p. 661.



Resolution Number: 1991-D066
Title: Support a Policy of Pay Equity in the Church and Society
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 70th General Convention of the Episcopal Church support the policy of Equal Pay for Work of Equal Value, otherwise known as Pay Equity, and that it urge the Church Center and the several dioceses to incorporate this policy into their employee guidelines, reporting the action taken to the Executive Council by January 1, 1994; and be it further

Resolved, That members of the Episcopal Church strive for the acceptance of this policy in their local and state governments as well as in private industry.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 392.



Resolution Number: 1985-C023

Title: Eradicate Institutional Sexism and Pursue Affirmative Action

Legislative Action Taken: Concurred

Final Text:

Resolved, That a paramount goal of the Episcopal Church be to search out and eradicate all forms of institutional sexism from its structures and constituencies, and to pursue a course of affirmative action in calling qualified lay and clergy women for positions on Church-related staffs as they become open.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 1985* (New York: General Convention, 1986), p. 133.