

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

**RESOLUTION NO.:** D005  
**TITLE:** Gather Racial/Ethnic Statistics About Episcopal Elections and Clergy  
Compensation  
**PROPOSER:** The Rev. Willis Foster  
**TOPIC:** Ordained Ministry

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**Directly Related:** (Attached)

2015-A182 Address Systemic Racial Injustice  
2012-A144 Monitor Underrepresented Groups in Episcopal Elections  
2009-A145 Request Study of Diocesan Processes to Recruit Persons of Color  
1994-A045 Recruit and Retain People of Color in the Ordained Ministry

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

2012-A127 Recommit to Anti-Racism Work  
2009-A169 Gather Statistics About Episcopal Elections and Clergy Compensation  
1994-D135 Oversee Monitoring of Full Integration of People of Color in Church Structures  
1985-A078 Conduct a Racial Audit and Report on Implementation of Affirmative Action  
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 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.*

# D005 Gather Racial/Ethnic Statistics About Episcopal Elections and Clergy Compensation

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<b>Proposer</b>	The Rev. Willis Foster
<b>Endorsed by</b>	Jackson, Ms. Krisita; Davis-Lawson, The Rev. Karen
<b>Sponsored by</b>	
<b>Page numbers</b>	Blue Book: p. N/A; Constitution & Canons: p. N/A
<b>HiA / Leg. Cttee</b>	/
<b>Current Status</b>	Resolution Filed
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## RESOLUTION TEXT

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the 79th General Convention of The Episcopal Church directs the Office of Pastoral Development to maintain statistics of the Racial and Ethnic makeup of men and women in elections to the episcopate and to report them annually to the Church; and be it further
- 2 *Resolved*, That the General Convention directs the Office for Transition Ministry, in consultation with the Church Pension Fund, diocese and other appropriate agencies gather data annually about 1) clergy compensation by race and ethnicity, and 2) numbers of all male and female clergy by race and ethnicity, and to broadly disseminate the report by electronic and other means on an annual basis.

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## EXPLANATION

The Church Pension Fund's work automatically includes the collection of data regarding both clergy compensation and gender that can be used to analyze gender differences in compensation and employment, and since at least the early 2000's the Church Pension Group has included gender-based data in its annual Church Compensation Report; and

In 2009 the General Convention adopted Resolution A169, which is entitled: "Gather Statistics About Episcopal Elections and Clergy Compensation," and which addressed the annual collection of certain statistics relating to gender equity; and

Resolution A169 directed the Office for Transition Ministry in consultation with the Church Pension Fund, diocese and other appropriate agencies to gather data annually about the numbers of male and female clergy and about clergy compensation by gender and "to broadly disseminate the report by electronic and other means on an annual basis;" and

The Church Pension Group latest report, dated October 30, 2017, furthers documents the stark and widespread differences in how male and female clergy are hired and compensated. This latest report is available on the Church Pension Group's website. This report offers clear statistical evidence that a significant gender pay gap continues to pervade The Episcopal Church; and

It is highly likely that similar pay gaps exist for other historically excluded groups, but the Church Pension Group does not gather data on the race/ethnicity of working clergy; and

Such information as requested by this resolution is sought in the hopes of combating exclusions of

any kind and creating a church that more accurately reflects our society at large and that is able to reap the benefits of a gifted and diverse pool of ordained leadership; and  
The focus of Resolution A169 was for the Office of Transition Ministry to work with the Church Pension Fund to ensure regular and broad dissemination of data that were already being compiled.



**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:** 2012-A144  
**Title:** Monitor Underrepresented Groups in Episcopal Elections  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 77th General Convention request the Office of Pastoral Development to work with other offices to monitor the ratio of female to male candidates, nominees, and electees to episcopal offices, as well as other underrepresented groups (such as racial and ethnic minorities), and to report annually to the Executive Council; and be it further*

*Resolved, That the 77th General Convention direct the Office of Pastoral Development to work with other offices in analyzing existing data on episcopal transition processes, Called to Serve survey findings, and other relevant research to determine and recommend steps to help improve the ratio of episcopal electees and nominees who are female or members of other underrepresented groups, and to report appropriate recommendations to the 78th General Convention; and be it further*

*Resolved, That the 77th General Convention direct the Office of Pastoral Development to advise dioceses moving toward or in the midst of episcopal transitions about the extent to which the process is affected by gender, racial and other cultural bias that can perpetuate discrimination, and to work with these dioceses to develop steps that ensure the elimination of this bias.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Indianapolis, 2012* (New York: General Convention, 2012), p. 508.



**Resolution Number:** 2009-A145  
**Title:** Request Study of Diocesan Processes to Recruit Persons of Color  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That a study be conducted to research and analyze diocesan processes to recruit persons of color to pursue ordination and analyze how persons of color are deployed to parishes; and be it further*

*Resolved, That the Office of Anti-Racism and Gender Equality design a methodology for collecting data from persons of color who have been in the discernment, seminary, ordination processes within the previous eight years after the passage of this resolution to determine what their experiences have been, including barriers and facilitating factors; and be it further*

*Resolved, That this data be gathered and that a report generated along with appropriate resolutions to the 77th General Convention of The Episcopal Church, which will recommend necessary remedies to alleviate the present situation.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 716.



**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.