

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

RESOLUTION NO.: 2018-D021
TITLE: Revise OTM Information
PROPOSER: The Rev. Dr. Helen Svoboda-Barber
TOPIC: Ordained Ministry

Directly Related: (Attached)

1991-A090 Reduce Discrimination in Clergy Deployment
1991-D066 Support a Policy of Pay Equity in the Church and Society

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

2009-D090 Encourage Inclusive Self-Identification on All Church Data Forms
1985-C023 Eradicate Institutional Sexism and Pursue Affirmative Action
1976-C066 Consider Ways of Fostering Fair Employment Practices for Women in Ministry

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.

D021 Revise OTM Information

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|-------------------------|---------------------------------------------------|
| Proposer | The Rev. Dr. Helen Svoboda-Barber |
| Endorsed by | Logue, The Rev. Canon Frank; Smith, The Rev. Nora |
| Sponsored by | |
| Page numbers | Blue Book: p. N/A; Constitution & Canons: p. N/A |
| HiA / Leg. Cttee | HB / 15 - Ministry |
| Current Status | Resolution Filed |
| Version | Original (as filed) |
| Review Status | Not yet reviewed |

RESOLUTION TEXT

- 1 *Resolved*, the House of _____ concurring, That on the Basic Information portion of the Ministry Portfolio maintained by the Officer of Transition Ministry for a member of the clergy, the section titled Sex be deleted; and be it further
- 2 *Resolved*, That on the Compensation & Housing portion of the Ministry Portfolio maintained by the Officer of Transition Ministry for a member of the clergy, the Current Annual Compensation section be deleted; and be it further
- 3 *Resolved*, That on the References section of the Ministry Portfolio maintained by the Officer of Transition Ministry for a member of the clergy, the member of the clergy shall be directed to provide the name of at least one male reference and one female reference; and be it further
- 4 *Resolved*, That on the Search Portfolio maintained by the Officer of Transition Ministry, that providing a specific amount or a range of compensation for the Compensation Available for New Position section be required information from institutions posting available positions on the Office of Transition Ministries website; and be it further
- 5 *Resolved*, That these changes be made and take effect no later than December 31, 2018 and that they apply to all postings and information maintained by the Officer of Transition Ministry as of that date.

EXPLANATION

A) Numerous studies have shown that unconscious bias in the hiring practice is of serious concern both in the secular world as well as the church. Each year, the Church Pension Group produces a Church Compensation Report which continue to show the gender gap grows as years of service and salary grows. For example, in 2016 senior rector in Province IV who were male made on average \$25,000 per year more than their female colleagues.

By removing sex and current salary from clergy profiles, we can easily take a first step towards removing gender bias.

B) Asking for both male and female references helps to ensure candidates can work equally well with both men and women.

C) Much bias is unconscious. Good search committees believe they are making sound financial and ethical decisions, and yet women's compensation packages are generally less than men's in equivalent positions. Requiring compensation disclosure for positions to be filled on the OTM website helps search committees make more equitable hires.



Resolution Number: 1991-A090
Title: Reduce Discrimination in Clergy Deployment
Legislative Action Taken: Concurred As Substituted
Final Text:

Resolved, That the Council for the Development of Ministry facilitate the development of educational materials and training programs, in consultation with the ethnic desks of the Presiding Bishop's staff and other appropriate groups, for diocesan deployment officers, commissions on ministry, search committees and congregations, to help eliminate discrimination in deployment throughout the church against clergywomen, clergy of color, ethnic clergy, and clergy with disabilities.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 278.



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.