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

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.

**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.