

**Task Force to Study Sexism in The Episcopal Church
And Develop Anti-Sexism Training
Meeting Notes
Jan 3, 2019, 2pm – 4pm
Zoom meeting**

Welcome/Introduction

Attendance:

Mark Beckwith, Brooks Cato, Michael Hunn, Tracy Johnson Russell, Katherine Karr-Cornejo, Sasha Killewald, Yein Kim (Like “Jane” with a y), Sophie Kitch-Peck, Scott Mayer, Laura Russell, Katie Sherrod, Susan Snook, Helen Svoboda-Barber,

Staff Support:

Brian Murray

Discussion of secretarial duties/appointment of a secretary

Appointed: Helen Svoboda-Barber

Appointment of a tech person

Appointed: Helen Svoboda-Barber

Brainstorming discussion of GC legislation: C060 and D023

Full resolutions and explanations available on the extranet and shared GDrive

C060: Researching the role of Sexism in TEC practices

Breaking the Episcopal Stained Glass Ceiling

Research Sexism in TEC, pay-equity...

Report back at 80th convention.

Laura and Diana Wilcox wrote this

D023: Creating an anti-sexism training to use churchwide

Training program to executive council to train priests, deacons, and leadership

To combat Systemic sexism

Where should we begin our research?

We don't need to start from scratch.

Lots of published material from the secular world.

NYT Gender Newsletter, weekly

Post on the Extranet things that we see that are useful

Pay Equity

There is a huge amount of data already available in CPG

Ways to help lay leaders to identify/understand their own biases

Help them to see women as leaders

Which positions do women have access to?

Let's research to find out which interventions actually work

Check various dioceses, such as Massachusetts and Georgia

We need more access to CPG data and details

We as a group should shape research questions

Look at it intersectionality too (women of color, etc.)

What are the strongest levers to effect change?

Transition officers are talking about this

How do you change policy vs change images of who is a “rector” “bishop” etc.

Matthew Price at CPG and his team will be totally willing partners

Question: Does the ordination record (GC office) have a race/ethnicity marker?

It's kept separately from the CPG data - pay etc.

CPG marks years of experience differently for part time and full time.

women traditionally are in the part time position so they are skewed as lower in experience by CPG

How do we lift up lay employees?

CPG only has info on lay employees working more than 30 h/wk

Who is encouraged to take on volunteer leadership? Wardens, Commissions on Ministry?

Bottom Line: Women can't fix this themselves. It's everyone's responsibility.

Actively working to make a change doesn't make you a “problem person”

That PERSON is not the problem. They are pointing to an institutional problem.

Resource: “On Being Included” Sarah Ahmed how individual/institutional interact, specifically looking at diversity officer in higher education.

https://www.amazon.com/Being-Included-Racism-Diversity-Institutional/dp/0822352362/ref=sr_1_1?ie=UTF8&qid=1546544094&sr=8-1&keywords=on+being+included

Traditional diversity training does not work. Training institutions to work differently may be better. We need to look expansively at training. We need to work on training of both/and in many ways.

Discussion About our Task

Our Task: Putting policies and practices into place AND training to change hearts and minds.

Does the task force have ownership of this mandate to create training, or does Executive Council need to endorse it? Executive Council approves it. There will most likely be a resolution at the 80th convention. At that point, the goal might be to have somebody monitor it. The training will be an expected mandate of all clergy (and appointed lay people).

How empowered are we to ask for and GET this data?

Where are our learners coming from? What gaps do they have? How can we help the people who do get trained share that information with others?

Resolution talks about sexism, not intersectionality.

How targeted are we going to be about all marginalized groups?

Training program IS mandated to relate to other marginalized groups.

race, ethnicity, LGBTQI, clericalism

We should get together and discuss with the anti-racism group

What IS this training?

It's up in the air. Written? Video? Online? Train the Trainers? Something else?

Whatever module we come up with, must also consider translation into other languages and cultures.

Interplay of being an international church: Cultural imperialism VS best practices

This is basic training. It would be great to have further extensive training options.

What is this for? What will people like me get better at doing?

is it so people don't harass people?

is it to get different people elected bishop?

It could be all of this, as we have a lot of freedom to develop this.

Training deadline is Dec 2019

Report deadline is Dec 2020

Discussion related to Bishops

The Task Force for the Episcopacy encouraged the creation of discernment group for folks thinking about being a bishop. Defeated b/c a bishop said "we can keep doing what we have been doing."

What's the demographic breakdown of the House of Bishops currently? Not much data.

This would be good to have for not just our group.

Brooks Cato (and his diocese) is interested on working on this.

We need an HR database that includes basic race/ethnicity, marital status, etc.

Most reliable source is the list of Bishops on Wikipedia

With 30 new bishops coming on in the next 2 years, this is important

We should include the Office of Pastoral Development and the College for Bishops in our work.

Discussion related to Parish Search Committees and Diocesan Transition Officers

Standing Committee, Search Committee AND electors are different groups.

Need training for search consultants for searches at both bishop and congregation level.

Some things that consultants encourage would actually be illegal in the secular world.

There is not standard expectation of anti-bias work at the congregational level.

(i.e.: Simple fix: Don't require spouse/partner at events. What are the roles/expectations of clergy spouses?)

A future resolution should suggest that dioceses should be doing something like this, and we could even put together best practices.

Find a way to train diocesan transition officers.

Frank Logue's blog post about Diocese of Georgia's attempts to fix the gender pay gap is informative: <http://loosecanon.georgiaepiscopal.org/?p=1588>

Discussion related to Harassment

We need to not get distracted by doing the easy things (shrink pay gap, etc.) and make sure we're also addressing the more difficult issue of gender based violence and harassment.

Harassment: It's important to name it, describe it, define it. We need to teach what others might think of as "innocent" can also be harassment, etc.

Statute of Limitation was just opened up. Data may come out of that.

Title IV still need to be worked on.

There are at least 3 levels we can work on a plan for:

- 1) Around the theology, the role of violence that the church has infused in the secular culture. Theologically, we say we're trying to be something different than the secular culture. Power is not about violence.
- 2) 2) Title IV, other groups working on this
- 3) 3) Culture of secular violence. #MeToo movement. Men have no idea that sexual harassment/violence happens all the time for women. If we can address this REAL issue, it would help.

Know the difference know what harassment is.

Train for ALL these folks: A) actual predators, B) boneheads, and C) folks who are just trying to be nice.

Much of harassment is quite unwitting. We need to train for acceptable behaviors.

Discussion around History and Theology

Women were not allowed to be on vestries until 1960 or 64.

It would be helpful to do a historical retrospective of women's treatment in the church.

A couple of delicate lines: Make a point to hold up places where the church has actually gotten something right. (Yay! Women's ordination came just about a decade after women were allowed on vestry)

Resources: "New wine, new wineskins". Also, Episcopal Women's Caucus has a great timeline which we should share more widely.

“The forgotten creed” by Stephen Patterson

This is all part of what baptism means.

We need to have a clear theological foundation for why we are doing this, and why folks need to be trained in this.

Our theology. Bible passages that suggest it's OK to harass, violence. Passages that say we should accept the harassment and violence.

As we bring in theology, we need to un-teach other theologies before we bring in the theology this work is based on.

Areas of Interest

Sexism, pay equity, callings, numbers of bishops, calling to lay leadership, Gender based violence and harassment

Theology of why this matters

Scriptural piece, what has been used to enable

History

Who Else Needs to be Included?

Search Consultants

CPG (Matthew Price)

Pastoral Development (Todd Ousley)

Transition Officers (Meghan Froelich)

College for Bishop (Clay Matthew)

Barbara Harris

Representatives from other groups doing similar work

Talk to a variety of women clergy and lay leaders to ask THEM what is missing, what they are most excited about. Send out info on Facebook BTEGC (Breaking The Episcopal Glass Ceiling), Attend CEEP (Consortium for Endowed Episcopal Parishes) and other places where folks gather

Working Groups

Theology and Scripture, Baptismal Covenant

Brooks Cato

Katherine Karr-OR Training (not both)

Tracy Johnson Russell

Katie Sherrod

Sophie Kitch-Peck

Scott Mayer

Culture of Sexual Violence/Harassment

Yein Kim
Tracy Johnson Russell
Laura Russell

History

Yein Kim
Mark Beckwith

Data collection, Equity, House of Bishops

Helen Svoboda-Barber
Susan Brown Snook
Sasha Killewald

Training delivery, pedagogical methods, effectiveness, check for effectiveness

Katherine Karr-or Theology/Scripture
Sophie Kitch-Peck

Tasks before next conference call

When you convene, appoint a chair or convener
EACH GROUP should convene by Zoom to:

talk about their mandates
discuss how they want to look at their task
bring some research to the table.

What more will we need?

Who will we want to talk to before/in March?

BRIAN MURRAY will set up sub-committee extranet space,
and will also set up Zoom meetings as needed.

HELEN will Create a Google Drive (contact her if you do not have access)

Working documents

Resource List

Who else should be involved

All FINAL documents must be posted to the Extranet

SUB-COMMITTEES WILL post a running list of what you have discussed on the
extranet

In Person Meeting

Dinner on March 19-through the afternoon of March 21.
"Someplace in the middle of the country"

Next Zoom meeting date

Possibly before March meeting

Talking Points

C060 is aimed for entire TEC. Spread far and wide to get opinions.

We want to hear even the “hard to hear” things

We want to hear from folks we haven’t heard from

Data collection is extremely important, and we are working on getting access to more