

- 44 2. Intentional diversity training beginning in the next six to twelve months (January 2022-June
45 2022) to include at a minimum all conference clergy, certified candidates for ministry, local
46 church Staff-Parish Relations Committees, local church lay leadership, local church staff, and
47 identified local church leadership persons.
- 48 3. Intentional diversity training beginning in twelve to eighteen months (July 2022-December
49 2022) to include at a minimum all local churches throughout the Desert Southwest
50 Conference.
- 51 4. Beginning with the charge conference reporting for the 2021 year, in conjunction with
52 Council on Finance and Administration to expand the categories of measuring diversity and
53 inclusion for statistical reporting and tracking for local church and conference use to support
54 increased awareness of and intentionality regarding the racial and ethnic diversity on
55 Conference committees.
- 56 5. With consultation from Equitable Compensation, a Conference data team to undertake a
57 holistic audit of Conference clergy in concert with an independent data science developer to
58 confirm, compare, interpret, and analyze currently available data with results shared with
59 various groups by March 2022, a full report to annual conference provided at Annual
60 Conference 2022, and follow-up audit by 2026.
- 61 6. Continuing beyond and supporting the above-identified theological foundations and defined
62 timeframes as we recognize the complexities and developing understandings of the work
63 involved in establishing an annual conference rooted in the fullness of humanity as created in
64 the Imago Dei.