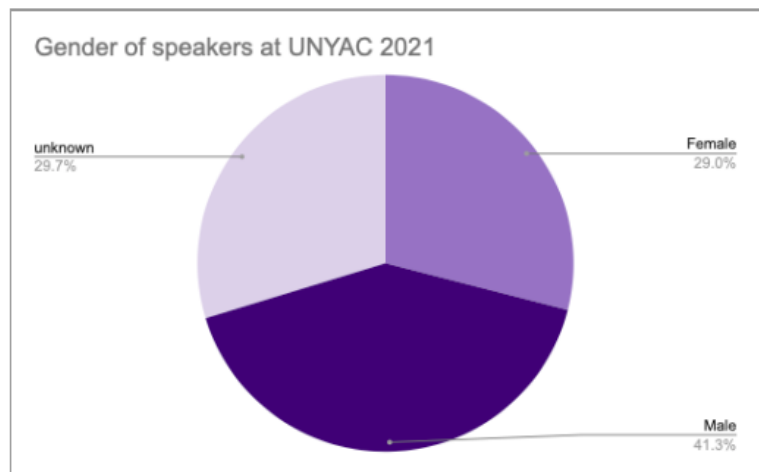


The Commission on the Status and Role of Women (COSROW) advocates for the full and equal participation of women in the total life and mission of the Church. The four key goals of the Commission are to provide sexual ethics resources, monitor conferences, create trainings, and support women in leadership positions. Below are this Conference's COSROW findings from monitoring this year's Upper New York Annual Conference held virtually June 17 - 19, 2021.

This year, no demographics were collected at registration, so the Commission does not have a baseline against which to compare.

During Annual Conference in 2021, a total of 138 persons spoke. Of those 138 speakers, only two-thirds gave all of the requested demographics at the beginning of their allotted time (Appendix A). In regards to gender

of the speakers, more speakers identified as male than any other gender (41%). Sixty-one percent of speakers identified as white, with the next largest segment being those who did not identify their race. The smallest segment of representation were our black brothers and sisters who were represented by less than 1% of our speakers (Appendix B). Finally, 46% of speakers identified as clergy while 29% were laity (Appendix C).



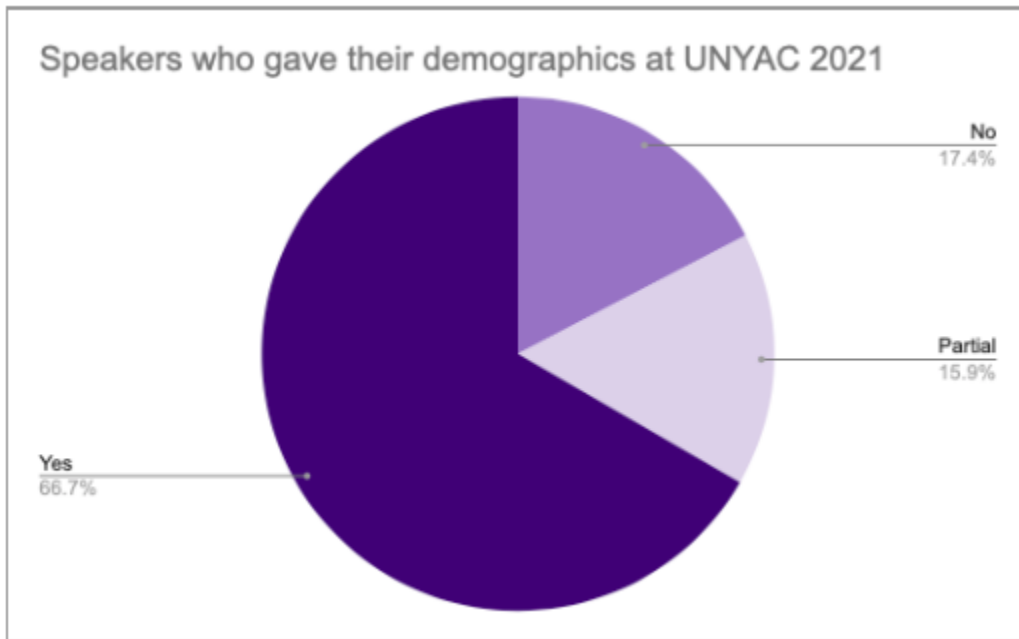
There is some discrepancy over how demographics have been recorded year-over-year and no universal place where they have been stored, so the Commission is not presenting historical data for comparison this year.

The Upper New York Commission on the Status and Role of Women recognizes opportunities for growth in Conference monitoring efforts. First, the Commission will create mechanisms for both in-person and virtual speakers to remember the demographics to present. In the past, they have been listed on the microphones and other places, but no virtual reminder was created. Second, the current Commission commits to creating standards on how, what, and where data is collected and where it is published, not only for use in the current year but for historical comparison. Thirdly, this group promises to make published data as clear as possible so there can be no further confusion for this team or any other individual in our Conference about the metrics or meaning of presented data.

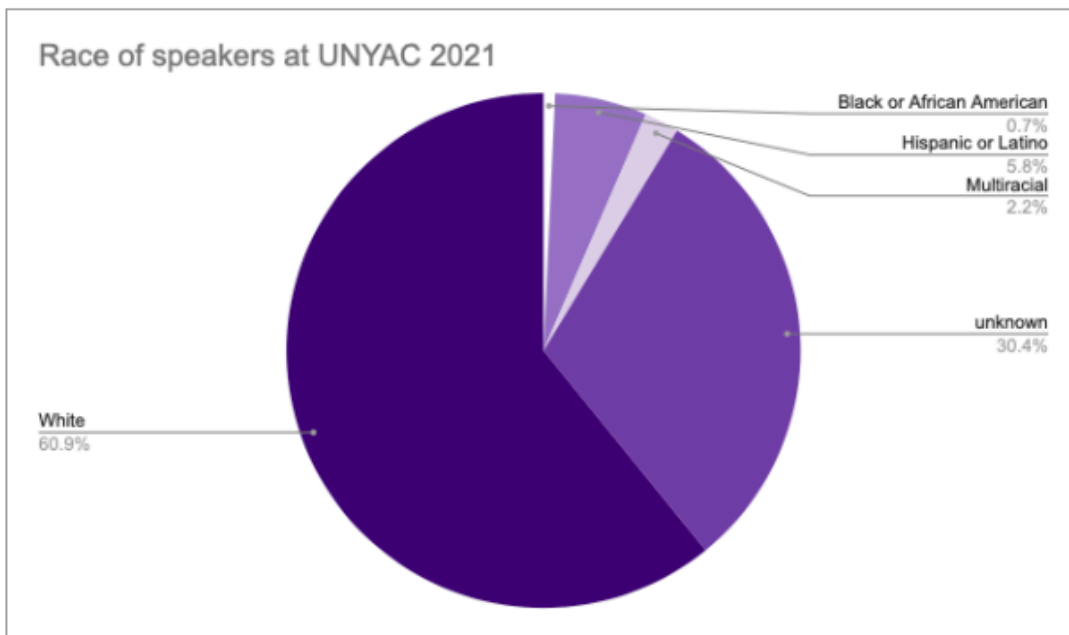
Finally, the Commission seeks to partner more closely with members of the Conference Office staff to gather demographics at registration and encourage that all persons, including those on stage, speakers, and pre-recorded videos at Annual Conference present their demographics so that this team may collect accurate data.

Appendices

Appendix A



Appendix B



Appendix C

