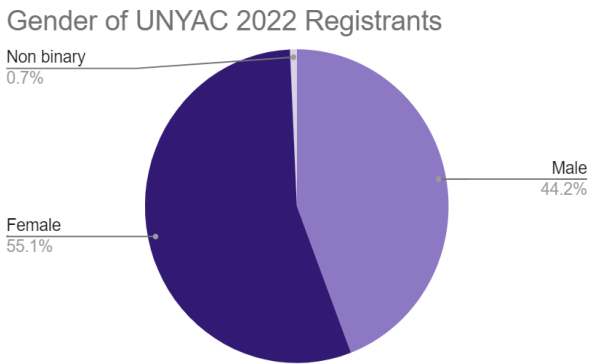


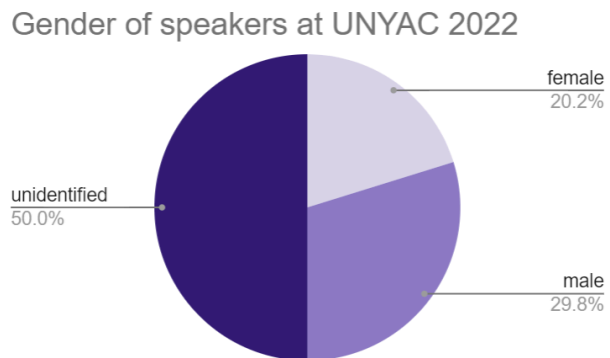
The Commission on the Status and Role of Women (COSROW) advocates for the full and equal participation of women in the total life and mission of the Church. The four key goals of the Commission are to provide sexual ethics resources, monitor conferences, create trainings, and support women in leadership positions. Below are this Conference’s COSROW findings from monitoring last year’s Upper New York Annual Conference held virtually October 6 - 8, 2022.

There were 842 registrants for this year's Annual Conference. Of the registrants, 464 identified as female, 372 identified as male, and 6 identified as nonbinary.



As expected, the split of clergy to laity was about 50/50 (Appendix A). A whopping 91% of registrants identified as white (Appendix B). While we do not ask speakers to identify their age when they speak on the floor of Annual Conference, it was a required field at registration. Only 28 young adults and 1 youth registered, meaning 97% of registrants were older than 35 (Appendix C).

No demographics were provided by speakers during the clergy session, laity session, or ordination, so the remainder of this report will discuss the plenary sessions. There were 91 unique speakers across the plenary sessions. Only 40% of speakers provided their race, gender, and membership status in their introduction, and nearly 50% did not provide any demographics (Appendix D). While more women registered for Annual Conference than men, almost 10% more speakers identified as men than women. Speakers who identified as clergy or laity were a relatively even split at 29% and 21%, respectively (Appendix E). In line with registration numbers, speakers were overwhelmingly white with only 7 speakers identifying as non-white (Appendix F).



Demographics were not collected during registration for Annual Conference in 2021, so no comparisons can be made. Compared to Annual Conference in 2021, fewer speakers identified their demographics last year. In 2021, 67% of speakers provided their race, gender, and membership status in their introduction, while only 40% of speakers did in 2022. Proportionally fewer women spoke during Annual Conference in 2022. In 2021, 29% of speakers identified as female, and only 20% of speakers identified as female in 2022. There was a more even split

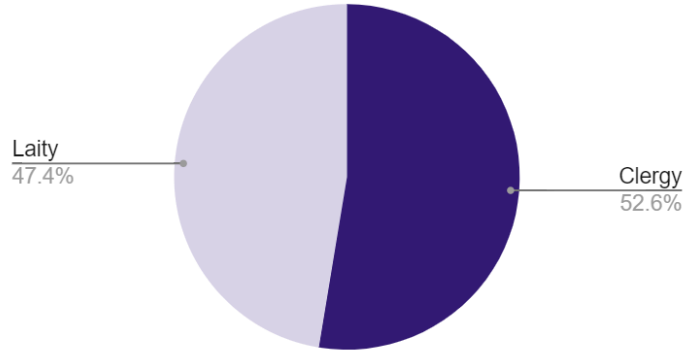
between clergy and lay speakers in 2022 compared to the 46% to 29% ratio in 2021. While fewer speakers identified as white, there was less representation for speakers of color as well.

The Upper New York Commission on the Status and Role of Women recognizes opportunities for growth in Conference monitoring efforts. First, as Annual Conference returns to meeting in-person, the Commission will collaborate with Conference staff to ensure that a reminder to list demographics will be present in attendees' packets and/or at the microphones. Second, the Commission will work with the Sessions Committee in an effort to ensure demographics are given during all aspects of Annual Conference including the clergy and laity sessions, ordination, and worship services. Finally, the Commission commits to reviewing past Annual Conference recordings to ensure that there is accurate historic data going back to the origin of the Upper New York Annual Conference and that all reports are published on the Conference's website in an accessible fashion.

# Appendices

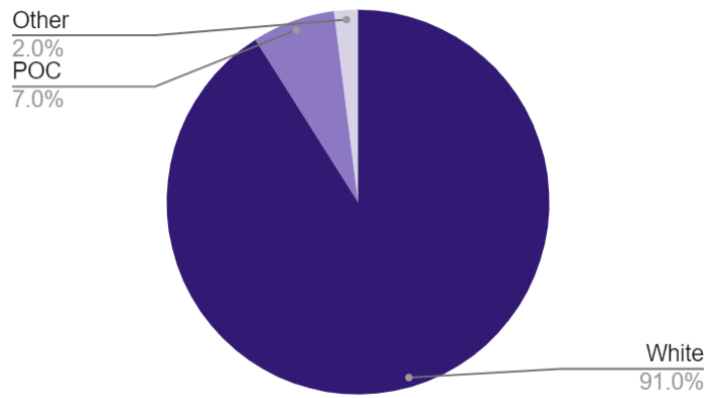
## Appendix A

### Membership of UNYAC 2022 Registrants



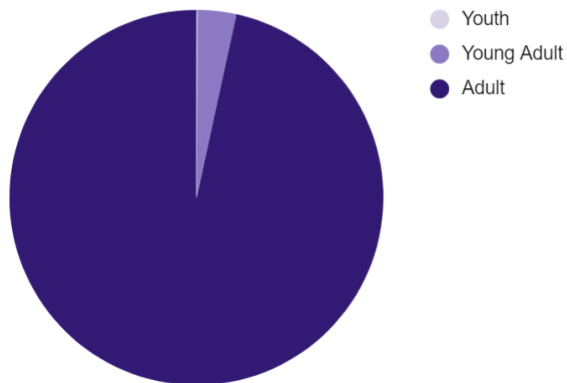
## Appendix B

### Race of UNYAC 2022 Registrants



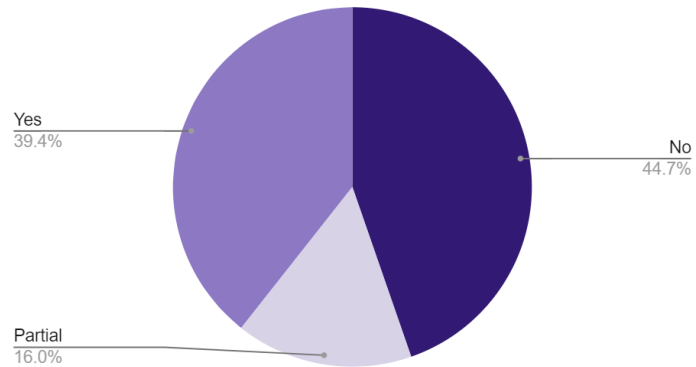
## Appendix C

### Age of UNYAC 2022 Registrants



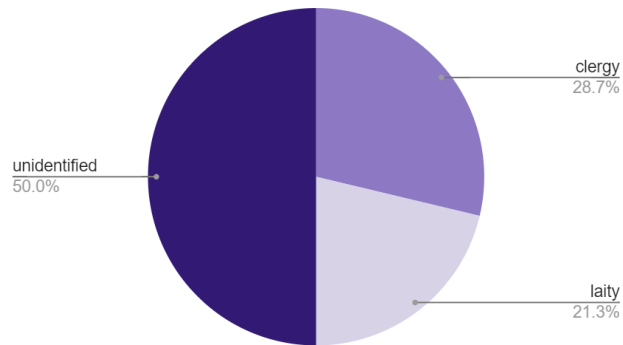
## Appendix D

Demographics of speaker provided at UNYAC 2022



## Appendix E

Membership Status of Speakers at UNYAC 2022



## Appendix F

Race of speakers at UNYAC 2022

