Whereas, the mission and ministry of the Christian Church (Disciples of Christ) is an extension of the mission and ministry of Jesus Christ; and

Whereas, Jesus, in defining his mission and ministry, stated as recorded in Luke 4:18-19 (NRSV), "The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor", and

Whereas, affirmative action is a process and/or practice to correct the lingering effects of injustice; and

Whereas, the Christian Church (Disciples of Christ) has in the past-General Assembly Resolution No. 8151 (1981) and Resolution No. 8956 (1989)-demonstrated a commitment to affirmative action; and

Whereas, we acknowledge that some affirmative action strategies have resulted in unintended injustices, and need to be reformed, but not dismantled; and

Whereas, there have been recent efforts to dismantle affirmative action programs across the nation, as evidenced by Supreme Court decisions and the more recent decision in California to eliminate affirmative action programs within higher education;

Therefore, be it resolved that the General Assembly of the Christian Church (Disciples of Christ), meeting in Pittsburgh, Pennsylvania, October 20-24, 1995, declares its recommitment to the goals and objectives of affirmative action programs and processes within and without the church; and

Be it further resolved, that the 1995 General Assembly calls upon the General Minister and President, and leaders of units, regions, and congregations to demonstrate a recommitment to justice in the workplace within the Christian Church (Disciples of Christ) by supporting the work and action of the Affirmative Action Officer, who is the Deputy General Minister and Vice President for Inclusive Ministries; and

Be it further resolved, that these same leaders convey to the Congress of the United States through letters, personal testimony and conversation that affirmative action laws should be
retained and amended; and

BE IT FURTHER RESOLVED, that the General Minister draft a Pastoral Letter to Disciples of Christ churches concerning the issue of recommitment to affirmative action and that the same be published widely through all means available; and

BE IT FURTHER RESOLVED, that the 1995 General Assembly call upon the Division of Homeland Ministries to expeditiously discern ways to instruct congregations and regions of the Christian Church (Disciples of Christ) to effectively influence the reaffirmation of affirmative action and report progress to the General Board in 1996; and

BE IT FURTHER RESOLVED, that the 1995 General Assembly encourage the regions and congregations of the Christian Church (Disciples of Christ) to reaffirm commitment to affirmative action and justice, and to actively participate in national and local affirmative action initiatives, to advocate for affirmative action among legislators and other government officials, and to work for models of advocacy that impact the public discourse in favor of a diverse, fair and just work force.