

No. 8956

EMERGENCY RESOLUTION ON AFFIRMATIVE ACTION AND CIVIL RIGHTS

ADOPTED by the General Assembly

WHEREAS, recent decisions of the United States Supreme Court in June 1989 have substantially reversed the progress that had been achieved in the areas of affirmative action policies and other employment practices affecting women and people of color; and

WHEREAS, the United States Supreme Court has shifted the burden of proof in discriminatory employment practices from the employer to the alleged victim (*Ward's Cove Packing Company v. Antonio*); and has rendered other decisions which adversely affect the rights of women and people of color to challenge matters of firing; and to obtain recourse against employers for discrimination (*Martin v. Wilks*, and *Jett v. Dallas Independent School District*);

THEREFORE, BE IT RESOLVED, that the General Assembly of the Christian Church (Disciples of Christ) meeting in Indianapolis, Indiana, July 28-August 2, 1989, reaffirms its commitment to affirmative action and Civil Rights and calls upon the General Minister and President of the Christian Church (Disciples of Christ) to communicate to the leaders in Congress and to the President of the United States our concern about the apparent reversal in previous gains in the matters of Civil Rights and affirmative action, and particularly those in the areas of discriminatory employment practices; and urges the passage of legislation to restore and to facilitate the rights of victims of discriminatory practices to obtain recourse against offending employers; and

BE IT FURTHER RESOLVED, that the General Minister and President seek resources to implement as soon as possible a plan of action including, but not limited to, a series of consultations across the United States to inform the church of recent United States Supreme Court decisions on discriminatory employment practices and affirmative action so that strategies of justice can be developed to change legislatively the erosion of Civil Rights caused by these decisions.