

gemeinschaft, President Post and the Rev. Frederick Trost presented gifts to the guests from the Evangelical Church of the Union of Germany who in turn presented gifts to President Post and Mr. Trost and acknowledged the significance of this historic event as the delegates sang, "They Shall Know We Are Christians By Our Love" and "Now Thank We All Our God."

6. REPORT OF SECTION D — RESOLUTION ON AFFIRMATIVE ACTION IN CHURCH AND SOCIETY

The Moderator recognized the Rev. John Wilson (CAC), Chairperson of the Section for the report. Mr. Wilson called on Ms. Faith Johnson (MASS), Chairperson of the small group that considered the resolution on Affirmative Action in Church and Society, to make the report. Ms. Johnson indicated that the resolution as presented is a combination of the two resolutions appearing in Advance Materials II, pages 36 and 127, and moved the adoption of the resolution.

The Moderator recognized Marvin Morgan (Business Committee) who moved to amend the motion by adding a paragraph E on the 3rd page of the resolution to read: "Reviewing and, if necessary, modifying their General Synod delegate selection processes in order to guarantee some sustained minority representation on each and every delegation from Conferences where minority United Church of Christ members reside." There was discussion and upon being put to a vote, the motion to amend was adopted.

The Moderator recognized Greg Beck (PC) who moved to amend the motion by adding a parenthetical phrase in the second paragraph on the second page of the resolution to be inserted following the word "disabilities" to read "(physical, learning and/or mental retardation)." The Moderator recognized Mrs. Beverly Zengel (WIS) who offered a friendly amendment to add the words "speech disabilities" to the end of the parenthetical phrase which was accepted by Mr. Beck. Upon being put to a vote the motion to amend was adopted. It was

81-GS-50 VOTED: The Thirteenth General Synod adopts as amended the Resolution on Affirmative Action in Church and Society.

RESOLUTION ON AFFIRMATIVE ACTION IN CHURCH AND SOCIETY

The United Church of Christ, in the Tenth, Eleventh, and Twelfth General Synods, declared its commitment to model out before the institutions and structures of our day our Christian belief in an inclusive and pluralistic church and society. This commitment is predicated upon recognition of the fact that in our church and in society persons are still denied opportunities because of their race, gender, and physical disabilities. The Church's prophetic call to proclaim justice in social, national, and international arenas and to denounce and oppose injustice everywhere challenges the United Church of Christ to become a living witness in church and in society that indeed all may be one.

The outlook from the Congress, the courts, and the

White House do not look very promising. The final report on the Equal Employment Opportunities Commission (EEOC), prepared by the transition team of President Reagan's Administration, contains the following chilling excerpts:

"We believe that:

1. The entire philosophy of 'Affirmative Action,' which is found no place in legal statutes, but only in an Executive Order and administrative regulations should be reconsidered.
2. Intent to discriminate must be proven in any discrimination suit, with the burden of proof to be borne by those initiating the suit. Innocence is to be presumed until guilt is proven.
3. Numbers of individuals of particular racial or sexual identity will not be considered proof that a pattern of discrimination has been present unless individuals can prove that they were denied employment or advancement because of discrimination.
4. Tests and biographical histories are to be considered legitimate basis upon which to consider the merits of potential employees. The fact that members of one group score higher on particular tests than members of another group is not sufficient basis for finding such tests to be discriminatory.
5. The employer's obligation is not to seek out certain percentages of workers of each group to fulfill a 'quota' or 'goal' which does not exist in law but which has been mandated by government regulation. . ."

Additionally, Senators Richard Schweiker and Orrin Hatch and Representative John Ashbrook have submitted recommendations attacking EEOC's Guidelines on equal pay for women, prohibition of sexual harassment, national origin discrimination, religious discrimination, and pregnancy discrimination.

As a denomination which is committed to Affirmative Action and equality of opportunity for all persons, it is imperative that the United Church of Christ affirms its commitment and continues to implement Affirmative Action policies, procedures and programs in its life. Moreover, it is imperative that we join with other faith communities and civil rights organizations in urging the President of the United States and Congress to make or strengthen their commitments to Affirmative Action.

Therefore, the Thirteenth General Synod declares its commitment to an Affirmative Action policy that affirms the full participation of Asians, Pacific Islanders, Blacks, Hispanics, American Indians, women, and persons with disabilities (physical, learning and/or mental retardation and speech disabilities) in the life and leadership of the United Church of Christ.

The Thirteenth General Synod reaffirms its commitment to an Affirmative Action program for the United Church of Christ, including a fulltime minority person serving as the Affirmative Action Officer whose duties shall include:

Advising and assisting the Executive Council and

the President of the Church in the coordination, interpretation and advocacy of Affirmative Action.

Working collaboratively with National Instrumentalities, Commissions, Boards, Conferences, Associations, local churches, and church related institutions to strengthen their program and resource capabilities to implement Affirmative Action including:

Monitoring the process of Affirmative Action within the National Instrumentalities, Commissions, Boards, Conferences through an annual reporting process;

Monitoring the progress of Equal Employment Opportunity and Affirmative Action programs among the merchants and vendors with whom the National Instrumentalities, Commissions and Boards do business;

Providing consultative resources to caucuses of persons with disabilities, CAIM, CCW, Hispanic Council, PAAM, MRSJ, and UBC to facilitate their full participation in the life of the United Church of Christ;

Maintaining linkages with other denominations, organizations, and agencies which are addressing Affirmative Action issues and concerns.

The Thirteenth General Synod urges the Executive Council, Instrumentalities, and other bodies to develop Affirmative Action policies, procedures, goals and programs which will facilitate the recruitment, training and placement of Asians, Pacific Islanders, Blacks, Hispanics, American Indians, women and persons with disabilities in paid and volunteer positions within the United Church of Christ.

The Thirteenth General Synod urges local churches, associations, conferences, instrumentalities, and other national bodies to participate in and support the Affirmative Action program, including:

- a) Completing the Racism/Sexism Audit developed by the Affirmative Action Office, and follow-up on the data gathered by working toward achievement of goals and objectives,
- b) Using their purchasing power in support of Affirmative Action and equality of opportunity,
- c) Participating in Project Equality — a national, interfaith program which advocates employment opportunities for persons of color, for women, and for persons with disabilities, and,
- d) Communicating support of Affirmative Action to their constituencies, to federal, state and local government officials and agencies, to business and industry, and to the broader community,
- e) Reviewing and, if necessary, modifying their General Synod delegate selection processes in order to guarantee some sustained minority representation on each and every Synod delegation from conferences where minority UCC members reside.

The Thirteenth General Synod:

Urges all local churches, associations, conferences,

instrumentalities, and other national bodies of the United Church of Christ to communicate their support of Affirmative Action and of the Affirmative Action guidelines and procedures of the Equal Employment Opportunities Commission (EEOC) to the President of the United States and to their respective congresspersons;

Calls upon the President of the United States to make a commitment to Affirmative Action, including continuation, support, and funding for the Equal Employment Opportunities Commission which enforces Executive Orders of Affirmative Action and prohibition of employment discrimination by contractors, corporations and institutions; and,

Calls upon the President of the United Church of Christ to communicate these commitments and actions to the President of the United States, to other appropriate government officials, to other communities, and to the broader society.

7. RESOLUTION ON SUPPORT FOR THE VOTING RIGHTS ACT AMENDMENTS OF 1981

Mr. Wilson continued the report of Section D and called on Denise Hood (MICH), Chairperson of the small group that considered the resolution on Support for the Voting Right Act Amendments of 1981, who moved the adoption of the resolution.

It was

81-GS-51 VOTED: The Thirteenth General Synod adopts the Resolution on Support for the Voting Rights Act Amendments of 1981.

RESOLUTIONS ON SUPPORT FOR THE VOTING RIGHTS ACT AMENDMENTS OF 1981

Summary

This resolution recalls previous action by UCC bodies in support of the Voting Rights Act, states the positive results of the Act, indicates the current legislative situation, refers to the sections of the Act under attack, and calls on the UCC to state its support.

WHEREAS, the sin of racism and brokenness in the civil order it causes in the body politic remain, we are moved once again to lift up our voice in confession and repentance as citizens of the United States and as faithful people of God;

WHEREAS, the General Synod of the United Church of Christ in 1963 affirmed the right of all Americans "to register, vote and run for office without fear of retaliation either overt or subtle;"

WHEREAS, the General Synod in 1963 called for extending the program of voter registration;

WHEREAS, a Resolution on Civil Rights Legislation by the UCC Executive Council on October 22, 1963 called on Congress to enact strong civil rights legislation and to include provisions for the "protection of the voting rights of all citizens in all types of elections;"

WHEREAS, Congress passed a Voting Rights Act of 1965 and six states of the South and 41 counties in various other parts of the country came under the