

**AMERICAN BAPTIST  
RESOLUTION ON EMPLOYMENT OF MINORITIES AND WOMEN**

Intense competition for a changing and shrinking pool of economic resources and opportunities characterizes the American labor market. Effective federal enforcement of the Equal Opportunity laws as they apply to businesses, schools and federal agencies, and the continued cultivation and encouragement of those in the private sector who are committed to make affirmative action work can ensure the continued effectiveness of special efforts to aid minority groups and women.

To ensure that gains which have been made in the past are not lost:

1. We call on American Baptist churches and their constituents to continue to work with corporations, labor unions and the government to accomplish the goals of affirmative action.
2. We call on American Baptists in positions of responsibility and leadership in corporations and government to consider the impact of layoffs on minorities and women in the work force and to work to minimize the detrimental effects of such layoffs.
3. We call on National Ministries through its Socially Responsible Investment policies, practices and other advocacy programs for racial ethnic communities to promote the continued employment and advancement of minorities and women as a priority issue to be addressed.
4. We further call on all ABC staff to commit themselves to the development and full implementation of affirmative action in the American Baptist Churches and in those organizations, institutions and corporations to which they are related.

Adopted by the General Board of the American Baptist Churches ? December 1980  
126 For, 0 Against, 2 Abstentions  
Modified by the Executive Committee of the General Board ? September 1992  
Modified by the Executive Committee of the General Board – September 2004  
(General Board Reference #8054:12/80)

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**POLICY BASE**

American Baptist Resolution in Support of Affirmative Action - December 1977

In light of the...danger that the movement toward affirmative action may be slowed or reversed, American Baptists...

! believe that it is in society's interest to apply affirmative action in the areas of employment and educational opportunities to racial and ethnic minorities and women.

American Baptist Policy Statement on Human Rights ? December 1976

8. The right to develop skills and abilities, to utilize these in economic, political, social, intellectual and religious institutions, and to receive a just return for one's labor;

9. The right to human dignity, to be respected and treated as a person, and to be protected against discrimination without regard to age, sex, race, class, marital status, income, national