

THE GENERAL ASSEMBLY OF PENNSYLVANIA

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# HOUSE RESOLUTION

No. 216 Session of  
1995

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INTRODUCED BY WASHINGTON, THOMAS, JAMES, WILLIAMS, CARN AND  
YOUNGBLOOD, SEPTEMBER 25, 1995

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REFERRED TO COMMITTEE ON RULES, SEPTEMBER 25, 1995

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## A RESOLUTION

1 Affirming the commitment of the House of Representatives to  
2 erase the effects of race and gender discrimination in the  
3 marketplace.

4 WHEREAS, House Bill 360, Printer's No. 363 has been  
5 introduced in the House of Representatives to prohibit  
6 affirmative action based on "race, sex, color, ethnicity, or  
7 national origin" in the Commonwealth system of public  
8 employment, public education or public contracting; and

9 WHEREAS, Federal legislation to outlaw affirmative action,  
10 such as S. 318 (Senator Jesse Helms), is now pending in  
11 Congress; and

12 WHEREAS, Racial minorities and women in all walks of life  
13 have benefited from affirmative action policies properly  
14 applied; and

15 WHEREAS, Affirmative action was designed to correct well-  
16 documented historical and institutionalized exclusion of and  
17 discrimination against women and racial minorities; and

18 WHEREAS, The United States Supreme Court has consistently

1 upheld the use of affirmative action remedies to correct  
2 historical discrimination based on race, gender and color.  
3 (Adarand Constructors, Inc. v. Pena, 63 U.S.L.W. 4523 (6/13/95)  
4 Johnson v. Transportation Agency, Santa Clara County, 480 U.S.  
5 616 (1987); U.S. v. Paradise 480 U.S. 149 (1987); Local Number  
6 93, International Association of Firefighters v. Cleveland, 478  
7 U.S. 501 (1986); Local 28 Sheetmetal Workers Int'l v. EEOC, 478  
8 U.S. 421 (1986); United Steel Workers v. Weber, 443 U.S. 193  
9 (1979)); and

10 WHEREAS, Increasing gender and racial diversity in the  
11 American legal and political landscape remains an important goal  
12 of the House of Representatives; and

13 WHEREAS, The demographic fabric of the United States is  
14 continuously changing, with more women and persons of color  
15 entering the workforce; and

16 WHEREAS, Racial and gender disparities continue in the  
17 distribution of political and economic influence and in the  
18 access to services and opportunities (Report of the Glass  
19 Ceiling Commission, March 1995; see Swoboda, F., "Glass Ceiling  
20 Firmly in Place, Panel Finds," Washington Post, March 16, 1995);  
21 and

22 WHEREAS, Affirmative action remedies and policies are neither  
23 quotas nor mandates to hire unqualified persons; therefore be it

24 RESOLVED, That the House of Representatives affirm its  
25 commitment to erasing the effects of race and gender  
26 discrimination in the marketplace.