



Est. 1992

Coalition of Bar Associations of Color

## **RESOLUTION SUPPORTING EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION**

Endorsed March 2015

**WHEREAS**, the Coalition of Bar Associations of Color (CBAC), organized in 1992, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

**WHEREAS**, the member organizations of CBAC are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

**WHEREAS**, the member organizations of CBAC are the national voices of their respective legal communities in the United States and its territories and possessions; and

**WHEREAS**, Title VII of the Civil Rights Act of 1964 prohibits employment discrimination on the basis of race and color as well as national origin, sex or religion; and

**WHEREAS**, disparate treatment in the work place is a problem that continues to marginalize women, people of color, the disabled and other groups in the United States; and

**WHEREAS**, a recent study found that 43% of respondents experienced gender discrimination in the workplace which later impacted their career track; and

**WHEREAS**, practices like unequal pay, assessing credit worthiness as a contingency of employment, and denial of promotion have a negative impact on underrepresented groups; and

**WHEREAS**, the need for income assistance endures for many in the American economy; and

**WHEREAS**, CBAC favors legislation that seeks to protect the economic interests of segments of society who are at times overlooked; and

**NOW THEREFORE BE IT RESOLVED**, that CBAC supports the Equal Employment for All Act, as introduced by Senator Elizabeth Warren (D-MA) and Congressman Steve Cohen (D-TN) in the 113<sup>th</sup> Congress, to amend the Fair Credit Reporting Act to prohibit a current or prospective employer from using a consumer report or an investigative consumer report, or from causing one of them to be procured, for either employment purposes or for making an adverse action, if the report contains information that bears upon the consumer's creditworthiness, credit standing, or credit capacity; and

**NOW THEREFORE BE IT RESOLVED**, that CBAC supports the Emergency Unemployment Compensation Extension Act, as introduced by Senator Jack Reed (D-RI) and Congressman Dale Kildee (D-MI) during the 113<sup>th</sup> Congress, to extend emergency unemployment compensation payments for individuals eligible through the Temporary Extended Unemployment Compensation Program (TEUC) for an additional five months; and

**NOW THEREFORE BE IT RESOLVED**, that CBAC also supports the Paycheck Fairness Act, as introduced by Senator Barbara Mikulski (D-MD) and Congresswoman Rosa DeLauro (D-CT) during the 113<sup>th</sup> Congress, to amend the portion of the Fair Labor Standards Act of 1938 (FLSA) known as the Equal Pay Act and would revise the exception to the prohibition for a wage rate differential based on any factor other than sex; and

**NOW THEREFORE BE IT RESOLVED**, that CBAC also supports other efforts and laws that are consistent with this resolution; and

**NOW THEREFORE BE IT FURTHER RESOLVED**, that CBAC authorizes its officers and staff to communicate the content of this resolution to other minority bar association members, members of the U.S. Congress, the Executive Office of the President, the press, and to whomever else CBAC board deems suitable to receive the information; and

**NOW THEREFORE BE IT FINALLY RESOLVED**, that this resolution shall be the policy of CBAC until it is withdrawn or modified by subsequent resolution.

### CERTIFICATION

We, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA), hereby certify that the foregoing Resolution was duly enacted by a duly-noticed meeting of the Coalition Bar Associations of Color.



*Cynthia Mares*

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Cynthia Mares  
President, Hispanic National Bar Association

3/2/2015  
Date

*George C. Chen*

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George C. Chen  
President, National Asian Pacific American Bar Association

3/2/2015  
Date

*Pamela Meanes*

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Pamela Meanes  
President, National Bar Association

3/2/2015  
Date

*Mary Smith*

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Mary Smith  
President, National Native American Bar Association

3/2/2015  
Date