NEW RESOLUTION ON AFFIRMATIVE ACTION Passed January 2003

WHEREAS The Organization of Chinese Americans (OCA) continues to strive toward fulfilling the hopes and aspirations of Chinese Americans and Asian Pacific Americans in the United States, and

WHEREAS Civil rights laws are a continuing vital element of the OCA agenda, and

WHEREAS Chinese Americans and Asian Pacific Americans still encounter discrimination and limited opportunities notwithstanding the "model minority" myth, and

WHEREAS Chinese Americans and Asian Pacific Americans benefit from affirmative action programs, and

WHEREAS The majority of Chinese Americans and Asian Pacific Americans are supportive of affirmative action, and

WHEREAS OCA is attuned to the significant affirmative action lawsuit that will be heard by the Supreme Court, deciding the fate of all affirmative action programs nationwide;

THEREFORE BE IT RESOLVED that OCA supports the Defendants and the student intervenors in their fight to preserve affirmative action policies in higher education as well as nationwide in the cases, Grutter v. Bollinger and Gratz v. Bollinger.

FURTHER BE IT RESOLVED that OCA opposes quotas but recognizes that the University of Michigan’s affirmative action programs are not racial quota systems, but are systems applied so that race is only one factor out of many utilized to create a diverse learning environment and level playing field for all students.

FURTHER BE IT RESOLVED that OCA supports the continued use of affirmative action in the workplace to enable qualified women and members of all minorities to gain employment and obtain promotions over the full range of opportunities, and to shatter the glass ceiling barriers to managerial positions. OCA opposes the use of quotas.

FURTHER BE IT RESOLVED that OCA supports stricter enforcement of contract compliance policies for small businesses, such that (1) recognition be extended to all who have been discriminated against and (2) contract awardees benefiting from affirmative action truly represent a group discriminated against.

FURTHER BE IT RESOLVED that OCA opposes practices to limit entry into any educational institution of members of any group discriminated against, and urges that affirmative action assistance be continued for those who require it.

FURTHER BE IT RESOLVED that OCA reaffirms our previous resolution on affirmative action, passed in 1995, supporting the national debate where it contributes to the enhancement and increased effectiveness of affirmative action.