

## **THE UNITARIAN UNIVERSALIST MINISTRY**

### *1964 General Resolution*

WHEREAS, an effective ministry in the Unitarian Universalist churches requires both the full utilization of qualified persons now available and continuing influx of able candidates, and

WHEREAS, many are discouraged from entering the ministry because of widespread reluctance of churches and fellowships to call them irrespective of their sex, race, or age,

THEREFORE BE IT RESOLVED; That the churches and fellowships be urged to:

1. Recruit and call qualified candidates for the ministry from all races, ages, and of both sexes.
2. Continue to develop a salary structure commensurate with professional standards as determined by the Unitarian Universalist Ministerial Association.
3. Contribute adequately to support the theological schools and provide financial assistance to theological students regardless of sex, race or age.

## **EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN**

### *1970 General Resolution*

RECOGNIZING: That women have minority status in terms of employment opportunities, legal rights, the educational system, political power, and positions of influence in religious bodies;

AWARE: That woman tend to react to their cultural image by limiting their aspirations and by forming low evaluations of their own capabilities;

OBSERVING: That profound changes are occurring in our society affecting the role of women and men, including trends toward smaller families, increased education for women, and the growing number of women in employment;

BELIEVING: That critical social problems require the full use of educated, trained womanpower in responsible positions;

(continued)

BE IT RESOLVED: That the 1970 General Assembly:

1. Urges special concern for improving the image, aspirations, and opportunities of women so that they may work together with men toward creating a more fully human society for both; and to that end changes are called for in the education and counseling of girls and boys to ensure this kind of equality;
2. Asks for greater efforts to prevent discrimination against women in employment and to encourage the utilization of women in significant levels in business, education, and government;
3. Calls upon the United States and Provinces of Canada to enact fair employment legislation prohibiting discrimination on account of sex where such laws do not now exist;
4. Requests that a special effort be made in the Unitarian Universalist Association, its churches and fellowships, to place greater numbers of qualified young and mature women in policy-making positions, and to secure equal opportunities and pay for women in the ministry, religious education, and administration;
5. Calls upon the United States Congress to pass the Equal Rights Amendment without delay and supports its ratification by the states.

## **EQUAL OPPORTUNITY IN UUA EMPLOYMENT**

### *1973 Business Resolution*

RESOLVED: That the Unitarian Universalist Association publish each year in a manner intended to achieve wide notice a report of its efforts to provide equal employment opportunity to women and racial minorities at all levels of its staff, said report to include a statistical summary similar in scope and content to that reported by the federal agencies and most US corporations, and shall include goals it has set for the following three years.

BE IT FURTHER RESOLVED: That the Unitarian Universalist Association in its employment and promotion practices continue to make every effort to provide equal employment opportunities, particularly in key decision-making positions.