

**R042 - 0809**

10     **A RESOLUTION CONCERNING THE EQUITY OF OPPORTUNITY IN THE UNITED**  
20     **STATES OF AMERICA**

30     **WHEREAS:** Diversity is an integral part of all facets of American democracy; and,

40     **WHEREAS:** The United States was founded on meritocratic ideals, meaning those who are most qualified  
50     should advance in stature, position, and salary, and discriminatory considerations should be disregarded;  
60     and,

70     **WHEREAS:** There remain in effect in this country programs and practices which undermine that  
80     meritocracy, resulting in unequal pay, unfair hiring practices, and the continuation of antiquated racist and  
90     sexist attitudes; and,

100    **WHEREAS:** Government programs which attempt to heal racial divides through reverse discrimination  
110    often only exacerbate the very racial attitudes they seek to counteract; and,

120    **WHEREAS:** Equal pay for women remains elusive nearly ninety years after the passage of the nineteenth  
130    amendment, giving women the right to vote; and,

140    **WHEREAS:** Salary should be based on seniority and performance, not religious, racial, or gender  
150    characteristics; and,

160    **WHEREAS:** Hiring only the most qualified individuals inevitably leads to a diverse workforce by effect,  
170    but hiring only for the sake of diversity inevitably leads to an underqualified workforce and weakens the  
180    cause of equality by creating the (unjustified) perception that diversity is the cause of that under-  
190    qualification,

200    **THEREFORE BE IT RESOLVED:** That the Maryland Student Legislature urges the Congress of the  
210    United States and the Several States to pass forthwith a Constitutional Amendment requiring that no issue  
220    of race, gender, ethnicity, religion, sexual orientation, age, disability, or unionization may be used as a  
230    reason or justification for the hiring, termination, employment, disemployment, or salary level of any  
240    citizen of the United States of America by any government or for-profit entity within its borders or  
250    jurisdiction.

260    **BE IT FURTHER RESOLVED:** That this prohibition shall supersede any programs currently in place by  
270    government or private enterprise, and,

280    **BE IT FURTHER RESOLVED:** That Congress shall have power to enforce this amendment through  
290    appropriate legislation.

300    **MANDATES:** Barack Obama, President of the United States of America  
310                Joseph Biden, Vice President of the United States of America and President of the Senate  
320                Nancy Pelosi, Speaker of the House of Representatives  
330                The Governors and Legislatures of the United States

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