



Business and  
Professional  
Women  
of the Triad, Inc.

## RESOLUTION IN SUPPORT OF THE EQUAL RIGHTS AMENDMENT (ERA)

**WHEREAS**, the Business and Professional Women of the Triad, Inc. (BPW of the Triad) is one of a number of organizations which make up the ERA-NC Alliance, and BPW of the Triad supports equal rights for the citizens of North Carolina and women constitute over 51 percent of the citizenry of North Carolina; and

**WHEREAS**, women continue to confront workplace discrimination, health care inequities, disparate rates of poverty, rape and domestic violence assaults, and a lack of political parity; and

**WHEREAS**, the ERA is needed to help correct systemic sex discrimination, since the US Constitution does not explicitly guarantee that all the rights that it protects are held equally by all citizens without regard to sex; and

**WHEREAS**, state laws and federal laws are not uniform or comprehensive and can be repealed or inadequately enforced or interpreted, and the 14th Amendment's equal protection clause has never been interpreted to guarantee equal rights for women in the same way the ERA would, by making sex a suspect category invoking strict judicial scrutiny, as race, national origin and religion do; and

**WHEREAS**, the ERA was proposed in 1923, passed by Congress in 1972 and ratified by 35 of the 38 states necessary to put it into the Constitution as of a June 30, 1982 time limit; and

**WHEREAS**, Congress can alter time limits in the proposing clauses of amendments, and the deadline for ERA appeared only in the preamble and not in the text of the amendment; and

**WHEREAS**, irrespective of a time limit for ratification, the state of Nevada ratified the ERA on March 22, 2017, becoming the 36<sup>th</sup> state to ratify the amendment; and the state of Illinois became the 37<sup>th</sup> state to ratify on May 30, 2018; and

**WHEREAS**, Senator Floyd B. McKissick, Jr. and Representative Carla Cunningham introduced ERA ratification bills in the NC General Assembly in the 2015 and 2017 long session, and ERA ratification bills have been introduced in 2019 as S184 and H271 with 21 co-sponsoring the Senate bill and 55 co-sponsoring the House bill; and

**WHEREAS**, US Representatives David E. Price and Alma S. Adams co-sponsored bills in the 116<sup>th</sup> Congress to pass an ERA and to lift the time limits on the states for ratifying the ERA;

**THEREFORE, BE IT RESOLVED** that the members of BPW of Triad call on Congress to pass into law bills to remove the time limit for ratification of the ERA so that ratification shall be achieved upon the affirmative vote of 3 more state beyond the 35 that approved by 1982; and

**BE IT FINALLY RESOLVED** that the members of BPW of Triad call on the NC General Assembly to pass into law a bill to ratify the ERA to the US Constitution as proposed by Congress on March 22, 1972.

*Adopted by the  
Business and Professional Women of the Triad, Inc., March 24, 2019*