

**ITEM H.105
 FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>					
	A. Finance		E. Corporate Property, Legal, Finance		J. Board Nominating & Governance Subcommittee
	B. Justice		F. PC(USA), A Corporation		P. Plenary
	C. Leadership		G. Audit		
	D. Worshiping Communities	X	H. Executive Committee		

Subject: Comment on “Recommended Benchmarks for OGA and PMA,” from the General Assembly Committee on Representation (GACOR).

Recommendation:

That the Executive Committee forward the following comments on the General Assembly Committee on Representation’s report “Recommended Benchmarks for OGA and PMA,” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 222nd General Assembly (2016):

Comment:

In 2012, the General Assembly gave the General Assembly Committee on Representation (GACOR) the responsibility for reviewing affirmative action goals (with respect to employment and purchasing) for its agencies. The General Assembly was clear that this review and ultimate recommendation to the General Assembly for approval would be done in consultation with the agencies, and based on data from the labor market for the agencies:

The 220th General Assembly (2012) directs GACOR to review and recommend revision to the affirmative action goals for employment and purchasing (Supplier Diversity Program) to the General Assembly on a regular and recurring basis, in accordance with their responsibilities in the Churchwide Affirmative Action Plan (AAP) and the *Book of Order*, G-3.0103.

a. The GACOR shall take into consideration federal Department of Labor statistics on race, ethnicity, and gender in the labor market; race, ethnicity, and gender representation in church membership; and other factors, as appropriate.

b. The GACOR, in consultation with the six General Assembly-related agencies (Board of Pensions, General Assembly Mission Council, Office of the General Assembly, Presbyterian Foundation, Presbyterian Investment and Loan Program, Inc., and Presbyterian Publishing Corporation) and the General Assembly advocacy committees, ACREC and ACWC, shall recommend new churchwide goals to the General Assembly in a six-year cycle, beginning in 2014.

c. The agencies of the General Assembly, including the Board of Pensions (BOP), General Assembly Mission Council (GAMC), Office of General Assembly (OGA), Presbyterian Foundation (Foundation), Presbyterian Investment and Loan Program, Inc. (PILP), and Presbyterian Publishing Corporation (PPC) shall be held accountable for implementing both affirmative action employment and supplier diversity purchasing goals... (Minutes of the 220th General Assembly (2012), page 34.)

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Since the agencies are to be held accountable for implementing both goals, it is very important that the goals be developed in consultation with the agencies involved and that the revised goals be attainable.

There has been no consultation with the Presbyterian Mission Agency regarding either the labor market data or these specific goal recommendations. The Mission Agency only became aware of the recommended goals once they were posted to pc-biz, despite multiple efforts by the Mission Agency to be in dialogue with GACOR regarding this work.

The Mission Agency requests that the Assembly refer this recommendation to the 2018 General Assembly, so that the General Assembly Committee on Representation can be in dialogue with the Presbyterian Mission Agency regarding the feasibility for success in implementing a new goal that raises the expectation beyond the composition of the local job market, prior to General Assembly consideration.