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LB 500

advertising, and solicitation of individuals to...to work in a certain position, my question is, are the same people who are engaged in that recruitment and employment also going to be the people who make the decision about that employment?

SENATOR KEYES: I'll have to ask Senator Marsh. I don't understand what you're trying to get at.

SENATOR MARSH: Senator Cullan, if you'll turn to Page 5, under Section 8, there shall be an Affirmative Action Committee appointed by the Governor, and it is this Committee comprised of representatives from the following groups: ethnic minorities, women, the aging, disabled, as well as the general public, and it is this group which will be advisory and it is this group which does not have force of law. It is this...the intent that Nebraska does not care to continue to be at the bottom of the list in our area in government policy as it has been now, compared to our region of Missouri, Kansas, Iowa and Nebraska, the other states have moved forward in their affirmative action plans. Nebraska would like to also be in step with the rest of the nation.

SENATOR CULLAN: Senator Marsh, I'd like to ask you a question. What...and I'm not opposing your bill, I just have some difficulty understanding exactly what it does.

SENATOR MARSH: Part of it will be educational, Senator Cullan, for that reason, because it's a new term to many people, not just you.

SENATOR CULLAN: Would you explain in your own words, Senator Marsh, what the difference is, in your opinion, between affirmative action and reverse discrimination?

SENATOR MARSH: Yes, affirmative...let's say reverse discrimination is saying that you have to take so many of one particular category, whether it be women, or Chicanos, or whatever the area category, so that you take the first eight of one category, whether they're qualified...the top qualified persons, or not...that would be reverse discrimination. It is not considered discrimination when you have two individuals of equal ability to choose the one where you do not have, or you have not made adequate use of a particular minority group, or if your office is short of women in that particular category to choose the woman in that instance when she is equally qualified, not less than, but equally qualified, then it is not reverse discrimination.