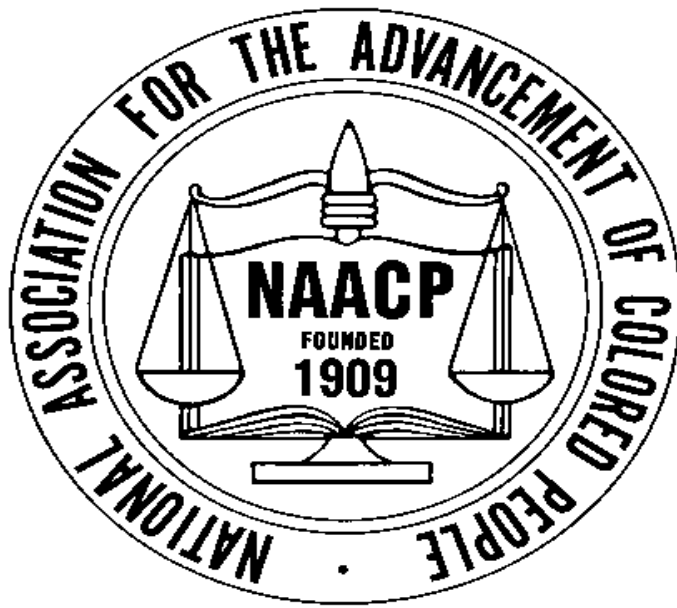




RESOLUTIONS

**RATIFICATION BY THE NATIONAL BOARD
OF DIRECTORS AT ITS OCTOBER 2025
BOARD OF DIRECTORS MEETING**

2025

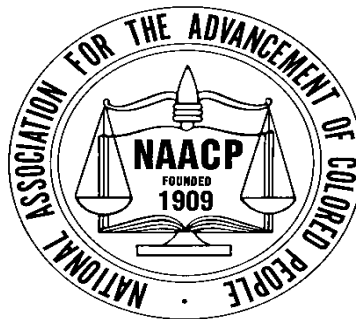
RESOLUTIONS SUBMITTED UNDER ARTICLE IX, SECTION 1 OF THE CONSTITUTION OF THE NAACP

2025

ARTICLE IX, SECTION 1. (PURPOSE OF THE CONVENTION)

1. *(Purpose of the Convention)*

The Annual Convention of the Association shall establish policies and programs of action for the ensuing year. All actions of the Convention on questions of policy and programs, which are not contrary to this Constitution, shall be binding on the Board of Directors, the Executive Committee, the Officers and all Units, except as hereinafter provided. No resolution for change of policy or program of action shall be in order unless it shall have been favorably voted upon at regular legislative meetings of a Unit in good standing or has been submitted by the President and CEO. The resolutions for policy or program change must be certified by the President and the Secretary of the Unit and received by the President and CEO in the National Office by May 1st, annually. The Convention shall act on all such proposed program or policy changes during its Legislative Sessions.



All resolutions contained in this packet were reviewed by the 116TH Convention of the NAACP, held July 15, 2025, at its Legislative Meeting in Charlotte, North Carolina. These resolutions were ratified by the National Board of Directors on October 18, 2025, and are now the Official Policy of the National Association for the Advancement of Colored People.

NAACP
RESOLUTIONS APPROVED BY THE RESOLUTIONS
COMMITTEE
2025

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CIVIL RIGHTS

1. Defending the Rights, Humanity, and Dignity of LGBTQIA+ Individuals Amid Rising Discrimination and Federal Rollbacks

WHEREAS, LGBTQIA+ individuals—particularly Black, other people of color, and women—continue to face disproportionate discrimination across society, including in healthcare, education, and employment, undermining their dignity, livelihood, and civil rights; and

WHEREAS, The NAACP has consistently reaffirmed, through resolutions in 2017, 2019, and 2023, its commitment to fighting discrimination against LGBTQIA+ individuals and youth, and promoting full inclusion and representation across all its units and activities; and

WHEREAS, Denying the humanity and rights of LGBTQIA+ individuals perpetuates systemic discrimination, exacerbates health and economic disparities, and hinders the pursuit of equity and justice for all; and

WHEREAS, Gender-affirming healthcare is medically necessary, evidence-based care that improves mental health outcomes, reduces suicide rates, and affirms the identities of transgender and nonbinary individuals, yet remains under attack by discriminatory legislation and policies; and

WHEREAS, LGBTQ+ youth—especially Black and transgender students—face alarming rates of bullying and harassment, with restrictive policies on inclusive curricula further compounding educational inequities and safety concerns; and

WHEREAS Far-right political agendas, including Project 2025 and hostile executive orders, seek to roll back hard-won LGBTQIA+ rights by limiting healthcare, censoring education, and redefining gender to enforce a binary system, thereby threatening basic human rights and dignity; and

WHEREAS, The Trump administration has enacted or supported numerous discriminatory policies, including:

- Executive Order 14168, which withdraws federal recognition for transgender people and ceases funding for gender-affirming care.
- Executive Order 14183, which bans transgender people from serving in the military.
- Executive Order 14187, which restricts access to gender-affirming care for individuals under 19.
- Executive Order 14201, which bans transgender women from participating in women's sports. A proposal to drop Title IX investigations into LGBTQIA+ discrimination and implement a federal "Don't Say Trans" law to erase transgender visibility in education.

WHEREAS, LGBTQIA+ individuals in the workforce are twice as likely to face discrimination, with over 40% reporting unfair treatment, and Black LGBTQIA+ workers facing even higher rates of bias; and

WHEREAS, The ability to self-identify one's gender is a fundamental human right critical to personal autonomy, dignity, and freedom, yet it is increasingly under attack by policies that seek to restrict or erase transgender and nonbinary identities; and

WHEREAS The United States' leadership on global human rights demands that domestic and international policies promote equity, including through diplomatic efforts and visible support of LGBTQIA+ communities around the world.

THEREFORE, BE IT RESOLVED, that the NAACP unequivocally condemns all policies, practices, and initiatives—whether domestic or foreign—that deny the humanity, dignity, or rights of LGBTQIA+ individuals.

BE IT FURTHER RESOLVED that the NAACP reaffirms its commitment to advocating for civil, human, cultural, political, and economic rights of LGBTQIA+ individuals in the workplace, education, healthcare, and beyond.

BE IT FURTHER RESOLVED that the NAACP calls upon all levels of government to fully fund and protect gender-affirming healthcare, inclusive education, wrap-around services, and research that affirms the identities of transgender and nonbinary people.

BE IT FURTHER RESOLVED that the NAACP supports the right of individuals to self-identify their gender in all legal and institutional settings and opposes legislation that restricts this right.

BE IT FURTHER RESOLVED that the NAACP opposes Project 2025 and similar far-right initiatives and urges governments to rescind and reject harmful policies that roll back protections for LGBTQIA+ individuals.

BE IT FURTHER RESOLVED that the NAACP commits to educating its membership and the broader public on the challenges facing LGBTQIA+ individuals, particularly Black LGBTQIA+ individuals, and to fostering inclusive policies within its own ranks and throughout society.

BE IT FINALLY RESOLVED that the NAACP urges U.S. foreign policy to explicitly support LGBTQIA+ rights by empowering embassies to conduct equity work, build international partnerships, and visibly support LGBTQIA+ communities by flying the LGBTQIA+ flag, and reaffirms its unwavering commitment to challenging all efforts that seek to erode or undermine LGBTQIA+ rights and dignity.

COMMEMORATIVE/MEMORIAL

1. *Montford Point Marines*

WHEREAS, The Montford Point Marines were the first to serve in the Corps since the Revolutionary War. The United States Marine Corps (USMC) was founded in 1775; and, in 1776 and 1777, a dozen Black Americans served in the Revolutionary War. From 1798 to 1942, the United States Marine Corps (USMC) followed a racially discriminatory policy of denying African Americans the opportunity to serve as Marines. Our USMC had become the most racially intolerant part of the military, and

WHEREAS, President Roosevelt established a presidential directive giving African Americans an opportunity to be recruited into the Marine Corps. These African Americans, from all states, were not sent to traditional boot camps at Paris Island, South Carolina and San Diego, California. American Marines were segregated – experiencing basic training at Montford Point – a facility at Camp LeJeune, North Carolina; and

WHEREAS, Approximately twenty thousand African Americans received basic training at Montford Point between 1942 and 1949. The initial intent of the Marine Corps hierarchy was to discharge these African American Marines after the war (World War II) returning them to civilian life – leaving the Marine Corps an all-white organization; and

WHEREAS, In 1965, an entrepreneurial group of Marine veterans established the National Montford Point Marines Association, a not-for-profit organization, in Philadelphia, and, in 2020, the New Jersey Ken Rollock, Chapter 45, honoring Rollock, the recipient robbing 400 Montford Point Marines of a Congressional Medal of Honor (June 27, 2017). The chapters actively report on history and continue to support opportunities for young people in the Marine Corps.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People hereby commends the dedicated services to our country and democracy of the Montford Point Marines.

CRIMINAL JUSTICE

1. *Dismantling Adultification Bias of Black Girls in Public Schools and the Criminal Justice System*

WHEREAS, The National Association for the Advancement of Colored People ("NAACP") seeks to enhance the leadership role of women, serve as an advocacy vehicle for issues affecting women and children, and advocate for the positive development of children; and

WHEREAS, Data from the U.S. Government Accountability Office and the Georgetown Law study on Adultification Bias underscores the urgent need to address this issue, revealing systemic biases that contribute to the premature stripping away of innocence from Black girls; and

WHEREAS, Adultification Bias refers to the perception that a child is older and more mature than their actual age, leading to them being treated as if they are an adult, even when they aren't; and

WHEREAS, missing Black girls are less likely to be listed on the National registry of missing and exploited children at the same rate as white girls and therefore face more severe and fatal outcomes; and

WHEREAS, The intersectionality of being a Black girl and a student with a disability compounds the challenges Black girls face, amplifying disparities in treatment and educational opportunities; and

WHEREAS, Discrimination persists within the public school system against Black girls, contributing to the push-out phenomenon and the preschool-to-prison pipeline, which robs them of educational opportunities and perpetuates cycles of incarceration; and

WHEREAS, Statistics indicate that Black girls have poorer experiences with law enforcement, facing higher rates of disciplinary action, arrest, and involvement in the criminal justice system.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People ("NAACP") urges federal, state, and local governments to enforce existing laws and implement policies that protect Black girls from discrimination, harassment, and unfair treatment within educational institutions and the criminal justice system.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People ("NAACP") supports initiatives that promote intersectional approaches to address the unique challenges faced by Black girls with disabilities, ensuring inclusive and equitable access to education and support services.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People ("NAACP") calls for the integration of culturally responsive practices and anti-bias training within schools and law enforcement agencies to mitigate the impact of stereotypes and promote a safe and supportive environment for all students, regardless of race or gender.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People ("NAACP") commits to amplifying the voices of Black girls and centering their experiences in advocacy efforts, ensuring that their perspectives and needs are prioritized in the fight against adultification bias and systemic discrimination.

BE IT FURTHER RESOLVED, that the NAACP advocates for the implementation of a mandatory specific designation on death certificates to indicate deaths occurring in police custody, ensuring consistent and transparent data collection.

BE IT FURTHER RESOLVED, that the NAACP calls on state and federal legislators to enact laws requiring that all medical examiners and coroners accurately report this data as part of their official duties and require agencies to collect and report data on missing children, disseminating data by race.

BE IT FURTHER RESOLVED, that the NAACP supports the creation of detailed, publicly accessible annual reports on deaths in police custody, compiled by the U.S. Department of Justice and corresponding state agencies, to foster accountability and facilitate informed public discourse and policy making.

BE IT FINALLY RESOLVED, that the NAACP commits to collaborate with civil rights, public health, mental/behavioral health, and law enforcement organizations to promote the use of this data in developing strategies to prevent deaths in police custody and to ensure that all communities, especially those disproportionately affected, are treated with fairness and respect by law enforcement agencies.

ECONOMIC DEVELOPMENT

1. *Protecting Single Mothers Addressing Vulnerabilities and Enhancing Support Systems*

WHEREAS, A Medium article states that, **Black single-mother households** have a **poverty rate of 35%**, compared to **28% for Hispanic mothers** and **18% for White single mothers** (*U.S. Census Bureau, 2022*); and

WHEREAS, According to the National Women's Law Center, the poverty rate for single-mother families is 35.6%, nearly five times the rate for married-couple families; and

WHEREAS, The Joint Center for Political and Economic Studies state that 40% of Black women in college are raising children.-Black single mothers comprise 30% of undergraduate students who are single mothers, and nearly 70 percent of Black single-mother students are first-generation college students; and

WHEREAS, While research consistently shows differences between children raised in single-mother and single-father households, the statistical significance can vary depending on the specific outcomes being measured. Generally, children of single mothers are more likely to experience negative outcomes in areas like academic achievement, social-emotional development, and economic well-being, [according to the Brookings Institution](#); and

WHEREAS, Some studies have found that single father households may offer unique benefits in terms of fostering independence and strong relationships, [according to Marriage.com](#).

THEREFORE, BE IT RESOLVED, that the NAACP advocates for paid family leave policies to ensure single mothers can care for their children without risking job security.

BE IT FURTHER RESOLVED, that the NAACP advocates for legislation that expands the Child Tax Credit and Earned Income Tax Credit to provide financial relief to low-income single-mother households.

BE IT FURTHER RESOLVED, that the NAACP demands all states provide adequate child-care funding and resources to make quality childcare accessible and affordable.

BE IT FURTHER RESOLVED, that the NAACP advocates for enhanced mental health services tailored to the unique challenges associated with being a single mother.

BE IT FINALLY RESOLVED, that the NAACP commits to raising awareness through education and resources about the challenges faced by single mothers to promote equitable policies and practices.

2. *Expanding Support for Black Owned Businesses Through Federal and State Programs*

WHEREAS, Black-owned businesses are a vital part of the U.S. economy, contributing over \$150 billion in revenue annually and employing millions of workers; and

WHEREAS, National Black Business Month, celebrated annually in August, serves as a time to recognize and promote the significant contributions of Black entrepreneurs, while also raising awareness about the systemic challenges they continue to face; and

WHEREAS, Systemic barriers, including limited access to capital, discriminatory lending practices, and lack of government contracts, continue to hinder the growth and sustainability of Black-owned businesses; and

WHEREAS, A 2024 report from the Brookings Institution found that Black entrepreneurs are twice as likely to be denied business loans compared to their white counterparts, despite having similar credit profiles; and

WHEREAS, Disparities in venture capital funding persist, with Black-owned startups receiving less than 2% of total venture funding in the United States; and

WHEREAS, Federal and state programs designed to support small businesses often fail to reach Black business owners due to bureaucratic barriers and inadequate outreach efforts.

THEREFORE, BE IT RESOLVED, this Resolution reaffirms the 2003, 2006 and 2016 resolutions addressing Black owned businesses.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People urges federal and state governments to increase funding for Black-owned businesses through expanded grant programs, low-interest loans, and technical assistance initiatives.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People calls for mandatory equity audits in federal and state contracting to ensure Black-owned businesses receive fair access to government procurement opportunities.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People supports policies requiring banks and financial institutions to eliminate discriminatory lending practices and expand access to capital for Black entrepreneurs.

BE IT FINALLY RESOLVED, that the National Association for the Advancement of Colored People will collaborate with policymakers, economic development organizations, and Black

business networks to advocate for legislation and programs that foster long-term economic growth for Black owned businesses.

3. *Equitable Funding and Resources for Black Farmers*

WHEREAS, Black farmers in the United States have historically faced systemic discrimination in accessing resources, loans, land, and markets, leading to a significant decline in their numbers and land ownership over the past century; and

WHEREAS, The loss of Black-owned farmland has adversely impacted economic stability, food sovereignty, and generational wealth within Black communities; and

WHEREAS, Government programs and private organizations have frequently not met the needs of Black farmers fairly, which continues to reinforce inequalities in agriculture; and

WHEREAS, Increasing access to funding, education, technical assistance, and land for Black farmers is a critical step toward achieving equity and sustainability in agricultural practices.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its past resolutions in 1999, 2021, and 2023.

BE IT FURTHER RESOLVED, that the NAACP urges federal, state, and local governments to prioritize policies that eliminate discriminatory practices within agricultural programs and institutions that impact the production and distribution of food nationally and internationally.

BE IT FURTHER RESOLVED, that the NAACP calls for the establishment and expansion of grants, low-interest loans, and financial incentives, plus the creation of targeted programs, technical assistance specifically aimed at supporting Black farmers, particularly first-generation farmers and those seeking to expand their operations.

BE IT FURTHER RESOLVED, that the NAACP promotes the establishment of community-based agriculture programs within urban areas that provide education on land ownership and regenerative agriculture.

BE IT FURTHER RESOLVED, that the NAACP urges Congress to appropriate additional funding to historically Black colleges and universities (HBCUs) through land grants, and National Institute of Health funding for STEM programs related to agriculture.

BE IT FURTHER RESOLVED, that the NAACP where necessary, would encourage the Department of Agriculture to hold thorough investigations into ongoing cases of discrimination against Black farmers, providing reparative actions taken where necessary, including expedited compensation and support.

BE IT FINALLY RESOLVED, that the NAACP encourages the Department of Agriculture to keep an accurate and searchable record of transactions, and to hold thorough investigations into ongoing investigations of discrimination.

4. The Promotion of Diversity, Equity, and Inclusion in Corporations, and the Importance of the Black Consumer Advisory

WHEREAS, After the 2020 racial protests over the murder of George Floyd, Black and Brown people took to the streets to seek racial equity and justice. Companies saw a business opportunity and pledged to invest over \$200 billion in diversity, equity, and inclusion (DEI) initiatives to address hiring, social investments, corporate procurement, and Black-owned businesses; and

WHEREAS, In 2024, due to political influence social media influencers, and private-sector lawsuits, multiple corporations – large and small, began to dismantle Diversity, Equity, and Inclusion commitments and to make public statements disavowing Diversity, Equity, and Inclusion. Despite the empirical evidence on the positive effects of Diversity, Equity, and Inclusion, business leaders retracted commitments to avoid risk, fearing legal exposure and reputational risk; and

WHEREAS, Multiple businesses have quietly eliminated their Diversity, Equity, and Inclusion efforts, including layoffs of Diversity, Equity, and Inclusion officers, elimination of Diversity, Equity, and Inclusion training programs, and removal of diverse applicant requirements from scholarships, internships, and grants, to avoid legal exposure. These rollbacks harm not only Black communities, professionals, and entrepreneurs, but also erode the progress made toward creating equitable economic and social systems; and

WHEREAS, In light of recent actions by the current administration to disincentivize, intimidate corporations Diversity, Equity, and Inclusion efforts, it is even more critical to require independent, data-driven audits to guard against political interference and protect long-term efforts toward racial equity in the private sector; and

WHEREAS, A Nielsen report states that Black buying power is \$1.7 trillion and is projected to top \$2 trillion by 2026. Nearly five out of ten African Americans are open to trying new branded products; and

WHEREAS, The NAACP issued the Black Consumer Advisory, a policy document, to inform and caution Black consumers about the ongoing and intentional rollback of nationwide diversity, equity, and inclusion commitments and to encourage Black and Brown consumers to spend money where they are respected, support Black-owned businesses, and demand that businesses prioritize people over profit.

THEREFORE, BE IT RESOLVED, that the NAACP will continue to place pressure on corporations to affirm their commitments to protect and preserve Diversity, Equity, and Inclusion programs implicating hiring, data collection, corporate procurement, social investments, and the display of transparent diverse data results in a publicly available format.

BE IT FURTHER RESOLVED, that the NAACP will continue to support legislation and to advocate for federal enforcement mechanisms requiring publicly traded companies to conduct annual, independent racial equity audits and publicly disclose findings related to hiring practices,

leadership diversity, pay equity, supply chain investments, and historical financial ties to systems of racial oppression.

BE IT FURTHER RESOLVED, the NAACP commits to share information on its website based on data and research about corporate practices involving Diversity, Equity, and Inclusion for the purpose of providing resources on where Black and Brown consumers can find Black-owned business options.

BE IT FURTHER RESOLVED, the NAACP will work with its units to provide guidance and insight into addressing Diversity, Equity, and Inclusion issues at the state level.

BE IT FINALLY RESOLVED, the NAACP demands that federal, state, and local governments support Diversity, Equity, and Inclusion efforts that broaden opportunity, increase fairness, and commit to advocating for the reinstatement of Diversity, Equity, and Inclusion programs in the public and private sector.

5. *Mortgage and Credit Forbearance after Natural Disaster*

WHEREAS, Black and Brown Americans are more likely than their white counterparts to experience personal loss, property damage, delayed utility restoration, food insecurity, homelessness, and economic hardship after natural and manmade disasters with Black survivors seeing an average wealth decrease of \$27,000, while their white American survivors see an average increase of \$126,000; and

WHEREAS, Most Black homeowners will need mortgage forbearance – being temporarily relieved of the obligation to make mortgage payments – to survive and rebuild their lives, yet are less likely than their white counterparts to be given mortgage forbearance; and

WHEREAS, The long-term credit impact for Black homeowners given mortgage forbearance is negative, while the impact for white homeowners is positive, depending on how the lender reports it to the credit bureaus.

THEREFORE, BE IT RESOLVED, that the NAACP urges all financial institutions, and federal agencies, to enact forbearance terms that ensure equitable financial support for those impacted by natural and manmade disasters.

BE IT FURTHER RESOLVED, Federal Housing Finance Agency (FHFA), the U.S. Department of Housing and Urban Development (HUD), and Congress to initiate policies and legislation to mandate that lenders report loan modifications to credit reporting agencies indicating that those accounts are current and any mortgage forbearance will not negatively impact on credit worthiness including FICO score, Vantage Score 4.0, and the lending decision.

BE IT FINALLY RESOLVED, that the NAACP will support federal legislative efforts for more stringent forbearance regulations and standards that protect the rights of disaster victims from discriminatory treatment.

EDUCATION

1. *Hydroponic Gardening Education in Grades K-12*

WHEREAS, Hydroponic Gardening is a method of growing plants without soil using defined amounts of nutrients and water; and

WHEREAS, Hydroponic Gardening setups can be done in homes and schools as it does not necessarily have to take up a lot of space; and

WHEREAS, Hydroponic Gardening would solve shortages of vegetables, herbs and some fruits in communities with limited access to healthy food options; and

WHEREAS, Hydroponic Gardening can be taught to children of all age groups, in public as well as charter and private schools. Hydroponic Gardening can foster a science and agricultural project-based curriculum; and

WHEREAS, Hydroponic Gardening can be an effective educational tool to children of all age groups, in public as well as charter and private schools. Hydroponic Gardening can foster a science and agricultural project-based curriculum, but it is not the only viable or sustainable method for achieving these goals, and other forms of gardening and agricultural education may offer additional environmental benefits; and

WHEREAS, Hydroponic Gardening is currently implemented in numerous college curriculums, and available trainers can be accessed through college and community partnerships; and

WHEREAS, Hydroponic Gardens can provide nutritious food sustainability for many families across the United States at nominal sustainability costs.

THEREFORE, BE IT RESOLVED THAT, The National Association for the Advancement of Colored People recommends the implementation of Hydroponic Gardening in all public, charter, and private schools with funding supports from budgeted funds, including donors, grants, and school board funding initiatives.

THEREFORE, BE IT FINALLY RESOLVED THAT, while acknowledging that hydroponics is not the sole pathway to achieving educational, health, and sustainability benefits, and that schools are encouraged to explore and implement additional or alternative gardening and agricultural programs that best fit their communities' needs

2. Secondary Education: Aviation Matters – Mentor Young Pilots

WHEREAS, Research shows that America needs to strengthen its aviation pool with new well-trained pilots and air traffic controllers; and

WHEREAS, Many African American youths would benefit tremendously from aviation training if given the opportunity to enroll in aviation training schools with scholarship offerings; and

WHEREAS, Accredited flight training schools and programs are available across the United States in Waukegan, Illinois, Sarasota, Florida as well as other cities and states; and

WHEREAS, Research shows that our teens need to engage in quality learning activities and environments with parental support; and

WHEREAS, Young African American men and women are gifted with proficient cognitive aptitudes, great motor skills, physical fitness as well as emotional stability.

THEREFORE, BE IT RESOLVED THAT, the National Association for the Advancement of Colored People shall work with federal and state departments of education and school districts to ensure that attending aviation academies and careers in aviation are presented as viable options for African American students in elementary and secondary schools.

BE IT FURTHER RESOLVED THAT, the National Association for the Advancement of Colored People develop a Memorandum of Understanding (MOU) with the Black Pilots of America organization of Black Aviation Professionals, Sisters of the Skies and Tuskegee Next whose mission is to train youth to participate and advance in various types of employment within the field of aviation.

BE IT FINALLY RESOLVED THAT, the National Association for the Advancement of Colored People will present attending aviation academies and careers in aviation as viable options to members of its youth councils and high school chapters.

3. Prohibiting the Use of Cell Phones in Classrooms

WHEREAS The National Association for the Advancement of Colored People is committed to educational equity and eliminating barriers to student success; and

WHEREAS Research shows that cell phone use in classrooms negatively impacts student performance, with a study published in Education Psychology finding that students without mobile phones during lectures scored significantly higher on tests; and

WHEREAS A London School of Economics study found banning mobile phones in schools improved test scores by 6.4%, with the greatest benefit to disadvantaged students; and

WHEREAS, The Pew Research Center reports that 59% of U.S. teens feel distracted by their phones, reducing focus and engagement in class; and

WHEREAS, Excessive social media use is linked to declining mental health, with the U.S. *Surgeon General 's Advisory* warning that prolonged exposure increases risks of anxiety, depression, and poor academic performance; and

WHEREAS, The National Center for Education Statistics (NCES) reports that 15% of high school students experience cyberbullying, much of which occurs via smartphones, contributing to emotional distress and safety concerns in schools.

THEREFORE BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People calls on schools to develop and administer equitable policies around the use of cell phones at schools outside of instructional time that do not include the use of suspension as discipline for violation of said policies.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People urges school districts to provide alternative digital learning resources, particularly for students in underserved communities.

BE IT FINALLY RESOLVED, that the National Association for the Advancement of Colored People calls on policymakers, educators, and school administrators to implement clear guidelines that prioritize student learning and well-being by minimizing mobile phone distractions in the classroom and apply them equitably.

4. *Promoting Equity and Fairness in State Athletic Associations' Transfer Eligibility Rules for Student Athletes*

WHEREAS, The National Association for the Advancement of Colored People, as the nation's oldest and largest civil rights organization, remains committed to protecting the rights and opportunities of all youth, especially those from historically marginalized communities; and

WHEREAS, Interscholastic athletics play a critical role in youth development enhancing leadership, college access, and scholarship opportunities with over 7.9 million high school students participating in 2022-2023 National Federation of State High School Associations (NFHS); and

WHEREAS, State athletic associations enforce restrictive or inconsistent transfer eligibility rules that disproportionately impact students of color and low-income families, particularly those transferring due to academic needs, school closures, housing insecurity, racial harassment, or safety concerns; and

WHEREAS, A 2019 Civil Rights Project study revealed that Black student-athletes in some states were nearly 2.5 times more likely than white peers to be ruled ineligible post-transfer, suggesting racial bias and a lack of culturally competent review; and

WHEREAS, Most eligibility policies lack equitable design, transparent criteria, timely decisions, or fair appeal processes often resulting in unjustified year-long suspensions from athletic participation; and

WHEREAS, Such exclusions limit students' visibility to recruiters and jeopardize access to over \$3.6 billion in athletic scholarships, further banning pathways to higher education and social mobility for Black and low-income youth; and

WHEREAS, The U.S. Department of Education's Office for Civil Rights has affirmed that access to athletics is an extension of educational rights and thus protected under federal civil rights laws.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People urges the National Federation of State High School Associations (NFHS) and all member associations to conduct a national equity audit of transfer eligibility rules to ensure alignment with civil rights protections and best practices.

BE IT FINALLY RESOLVED, that the National Association for the Advancement of Colored People calls on state legislatures and departments of education to establish oversight mechanisms that prevent athletic eligibility policies from perpetuating racial and economic disparities and promote inclusive educational access.

5. *Teaching the History of the Tuskegee Airmen*

WHEREAS, According to the National World War II Museum, in total, the Tuskegee Airmen flew over 15,000 individual missions and shot down 112 enemy airplanes in World War II; and

WHEREAS, the NAACP's advocacy was essential to promote the inclusion of Negro pilot trainees at Moton Airfield in Tuskegee Alabama; and

WHEREAS, The 332nd Fighter Group became known as the best escort operators in the 15th Air Force, never losing a bomber to enemy action; and

WHEREAS, President Harry Truman's signed an executive order ending segregation in the United States military. This changed the Army's policies and marked the Tuskegee Airmen's second victory, the turning point in the way the military handled race which is widely credited to the Tuskegee Airmen's struggles and victories; and

WHEREAS, On March 29, 2007, the Tuskegee Airmen were collectively awarded a Congressional Gold Medal at a ceremony in the U.S. Capitol rotunda; and

WHEREAS, The United States annually celebrates the official anniversary of the Tuskegee Airmen on the fourth Thursday in March, representative of the day President Franklin D. Roosevelt activated the fighter squadron; and

WHEREAS, those Tuskegee Airman who have survived should be honored and recognized for their service while they are alive, and memorialized when they pass; and

WHEREAS, The current Presidential administration has launched an attack on educating the public on the accomplishments of Black Americans in the military, effectively attempting to erase the history of these heroes.

THEREFORE, BE IT RESOLVED, that this resolution reaffirms the 2012 resolution titled, “NAACP Recognition of the Tuskegee Airmen”.

BE IT FINALLY RESOLVED, the National Association for the Advancement of Colored People demand the reversal of the ban on teaching the history of the Tuskegee Airmen, and it be reimplemented as a matter of American Military History.

6. *Community Colleges Bachelor’s Degrees in High Demand Fields*

WHEREAS, Community colleges serve as accessible, affordable, and inclusive institutions of higher learning that provide critical education and training opportunities for diverse populations across the state and nation; and

WHEREAS, The demand for skilled professionals in essential sectors such as nursing and cybersecurity continues to outpace the current supply, creating workforce shortages that pose risks to public health, safety, and economic security; and

WHEREAS, The U.S. Bureau of Labor Statistics projects continued growth in both the healthcare and information technology sectors, with nursing and cybersecurity-related occupations among the fastest-growing and most in-demand careers; and

WHEREAS, Traditional four-year institutions alone are not able to meet the urgent and growing need for qualified graduates in these fields, particularly in underserved and rural areas including accreditation by regional agencies, integration with apprenticeship models, vocational programs, and workforce alignment metrics; and

WHEREAS, Expanding certification and advanced training programs at community colleges in high demand fields such as nursing and cybersecurity would grow talent pipeline, address immediate access to career advancement and the economic mobility without raising tuition cost; and

WHEREAS, Many community colleges already have the infrastructure, faculty expertise, and employer partnerships needed to successfully launch and sustain high-quality bachelor’s degree programs in these areas.

WHEREAS, Community College Month, observed each April by the Association of Community College Trustees (ACCT) and other stakeholders, is a national campaign that aims to raise awareness about the economic, academic, and employment advantages of attending community colleges.

THEREFORE, BE IT RESOLVED, that the NAACP encourages collaboration among state education agencies, workforce development boards, industry leaders, and community colleges

to ensure these programs are aligned with current labor market needs and meet rigorous academic and professional standards.

BE IT FINALLY RESOLVED, that this resolution be shared with elected officials, education stakeholders, and the public to promote awareness and support for expanding community college offerings as a strategic solution to critical workforce gaps.

7. The Need to Increase Funding and Institute Programs to Reduce the Amount of Violence in Public Schools

WHEREAS, The National Association for the Advancement of Colored People (“NAACP”) recognizes that violence in schools hinders students’ overall academic performance and well-being; and

WHEREAS, The country’s first high-profile school shooting occurred in 1853 in Louisville, Kentucky when a student shot and killed a teacher in an act of revenge. Since then, there have been many high-profile incidents that involve acts of violence at public schools. For example, in 1927 a school bombing in Bath Township, Michigan resulted in the deaths of 38 children and 4 adults; and

WHEREAS, According to the National Institute of Health, Black students are more likely to report they have been bullied in schools; and

WHEREAS, Black students, nevertheless, are more likely to be disciplined at higher rates and Black girls experiencing some of the highest rates of school discipline in suburban areas; and

WHEREAS, While much of the work of improving school safety is the responsibility of state and local governments, federal involvement in school safety and security began in the 1970s. During this time there was intense concern over juvenile crime in schools; and

WHEREAS, Following the 1999 Columbine shooting and many others that occurred afterward, policymakers passed new statutes and enacted regulations aimed at preventing further violence in public schools. These laws, enacted by both federal and state governments, included increased investment in school-based police and security measures such as metal detectors, surveillance cameras, and on-campus police officers; and

WHEREAS, Measures to decrease violence, including the use of school resource officers, meant that at nearly 37% of schools with majority Black students, there is a school resource officer presence, as opposed to a presence of school resource officers at 5% to 11% of schools with majority white students; and

WHEREAS, 80% of students who have been assaulted by police since 2011 have been Black according to Education Week; and

WHEREAS, Furthermore, children who experience any type of violence at school may develop long-term mental and physical health conditions, such as reactive attachment disorder, modest

physical inactivity, overweight or obesity, diabetes, smoking habits, and heavy alcohol use. Moreover, children who have been victims of violence or exposed to it in some capacity sometimes believe that becoming violent is the only way they will be safe, hence, leading to more violence in schools. Additionally, when children experience or witness trauma, their basic beliefs about life and other people are often changed. Children who witness or experience violence in school often no longer believe that the world is safe, which can also lead to mental health issues; and

WHEREAS, Frameworks such as positive behavioral interventions, creating wraparound services for students at schools, and restorative justice practices have been found to create a safer and more welcoming environment for students.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its 2009 resolution ensuring the safety of all students in public schools as violence in schools can have many harmful effects on students' educational and social capabilities.

BE IT FURTHER RESOLVED, that the NAACP opposes implementation of programs that enhance the safety of students but disproportionately affect students of color as such efforts can negatively affect these students' ability to earn a quality education.

BE IT FURTHER RESOLVED, the NAACP urges local educational agencies to allocate funding for wraparound services for students, decrease funding for services that create violence towards students, and emphasize restorative justice practices.

BE IT FURTHER RESOLVED, the NAACP demands state departments of education to collect data regarding law enforcement referrals, school resource officer placement, school discipline, and disaggregated data regarding the use of discipline interventions in schools and allows local control of funding for wraparound services in schools and make this information publicly available.

BE IT FINALLY RESOLVED, that the NAACP strongly encourages federal, state, and local governments to institute and increase funding for programs that guarantee the safety of all students so that they may thrive educationally, socially, and economically.

8. *Opposing the Dismantling of the U.S. Department of Education*

WHEREAS, On Monday July 14th, 2025, the United States Supreme Court ruled that President Donald Trump may proceed with his plan to carry out mass layoffs at the United States Department of Education (the "Department") and effectively eliminate the agency; and

WHEREAS, The Department plays a critical role in ensuring equitable access to quality education for all students, including those from historically underserved communities, students with disabilities, and economically disadvantaged students; and

WHEREAS, The National Association for the Advancement of Colored People (“NAACP”) reaffirms its support for public education and recognizes that President Trump has an anti-public school agenda; and

WHEREAS, The Department upholds national standards and guidelines that protect students’ rights to receive an accurate and comprehensive education, including the teaching of history that reflects the full and diverse experiences of the American people; and

WHEREAS, The NAACP supports students with the greatest needs, free lunch programs, after school programs, and teacher training to address current needs and providing essential services; and

WHEREAS, The NAACP supports statutory mandated functions including its ability to facilitate federal college loans, enforcing civil rights laws, monitoring student achievement in all 50 states; and

WHEREAS, The Administrative Procedure Act requires that federal agencies such as the Department publish proposed rules and allow public input before making final rules related to educational services; and

WHEREAS, The NAACP opposes the July 14th, 2025 U.S. Supreme Court decision; and

WHEREAS, Federal oversight ensures enforcement of civil rights laws in education, including protections under the Individuals with Disabilities Education Act (“IDEA”) and Title IX; and

WHEREAS, Efforts to abolish the Department threaten programs that provide vital funding to public schools, promote equal opportunity, and support students with the greatest needs; and

WHEREAS, President Trump’s March 20, 2025, Executive Order No. 14242 seeks to dismantle the Department by allowing states to recreate the conditions that necessitated its creation, firing more than half of its employees, and limiting the Department’s ability to fulfill its statutorily mandated functions; and

WHEREAS, As stated in the NAACP’s lawsuits against the Department, the Department’s actions, including implementation of the executive order and mass staff reductions, are unconstitutional and violate the Administrative Procedure Act.

THEREFORE, BE IT RESOLVED, that the NAACP strongly opposes any effort to dismantle or defund the U.S. Department of Education.

BE IT FURTHER RESOLVED, that the NAACP urges federal and state lawmakers to support legislation that strengthens public education, protects civil rights, and upholds the Department’s role in ensuring equity and accountability.

BE IT FURTHER RESOLVED, that the NAACP demands congressional hearings to investigate the legal authority, fiscal impact, and civil rights consequences of Executive Order No. 14242.

BE IT FINALLY RESOLVED, that the NAACP will continue to pursue legal action to prevent the unlawful dismantling of the Department.

9. *The Need to Restructure the Public Education Curriculum to Better Prepare Students of Color to Succeed in a Technologically Advanced Society*

WHEREAS, The National Association for the Advancement of Colored People (“NAACP”) believes public education is a core principle of human and civil rights, especially with regard to restructuring the curriculum to better prepare students of color to succeed in a technologically advanced society including a national standard on digital literacy, AI ethics, coding fundamentals and data privacy for middle/high school students; and

WHEREAS, Historically, students of color have suffered from a systematic educational disadvantage; and

WHEREAS, The lack of diverse representation in educators and school programs contributes to racial bias. The effect of racial bias is the normalization of white student behaviors and the criminalization of non-white ones; and

WHEREAS, COVID-19 exposed the depth of the digital divide in education, where students of color are less likely to have knowledge and access to technology than their white and Asian counterparts. Half of low-income families and 42% of families of color lacked access to the technology required for online education in 2020. Low-income families, primarily those of color, suffer the most from the digital divide. Lack of access to the internet and tech devices directly correlates with low performance, increased homework time, and difficulties adjusting to technology in college; and

WHEREAS, Students of color are less likely to be college-ready due to the lack of preparedness in K-12 education. Black students are twice as likely to meet zero of the ACT college readiness benchmarks than all other racial groups due to academic gaps in schooling. Low performance in Science, Technology, Engineering, and Mathematics (STEM) subjects directly correlates to discouragement for students in pursuing related majors or careers; and

WHEREAS, White and Asian workers are overrepresented in Science, Technology, Engineering and Mathematics (STEM) fields. Black and Hispanic individuals remain underrepresented in Science, Technology, Engineering and Mathematics (STEM), each represented in those fields by less than 10%. Lack of exposure to diverse programs surrounding technology, such as Artificial Intelligence (“AI”), coding, and Science, Technology, Engineering and Mathematics (STEM) programs, limits future opportunities for students of color; and

WHEREAS, It is insufficient to rely solely on communities that already suffer from financial disparities produced by a long history of economic disadvantages and inequalities. It is important

to develop an inclusive curriculum, increase quality of staffing, implement college readiness strategies, and increase student engagement. All students deserve equal opportunities to succeed: and

WHEREAS, the NAACP reaffirms its commitment to equity in education for all students, with an emphasis on students of color who are underrepresented in Science, Technology, Engineering and Mathematics (STEM) and often lack the necessary preparedness for a technologically advanced society because of underserved public schools.

THEREFORE, BE IT FURTHER RESOLVED, that the NAACP calls for deep systematic reform and investment into the public education curriculum that will provide students of color with digital equity and far greater ability to succeed in our increasingly technologically advanced society.

BE IT FURTHER RESOLVED that the NAACP calls upon Congress to provide greater investment in tech mentorship programs, workshops, partnerships and other initiatives that encourage, train, and prepare students of color for college and careers in Science, Technology, Engineering and Mathematics (STEM) to restructure the public education curriculum.

BE IT FINALLY RESOLVED, that the NAACP calls upon Congress, state, and local governments to increase funding and resources available to public schools to help achieve these goals.

10. *The Impact of Dismantling Diversity, Equity, and Inclusion (DEI) in K-12, and Post-Secondary Education*

WHEREAS, Following the 2023 Supreme Court ruling in *Students for Fair Admissions v. Harvard*, the U.S. Department of Education issued a February 2025 "[Dear Colleague](#)" letter, extending the Court's interpretation of Title VI to prohibit the use of race in admissions, hiring, financial aid, scholarships, student services, and other areas of education; and

WHEREAS, In 2025, the Trump administration has aggressively tried to discredit and discontinue the concept, language, employment and initiatives of Diversity, Equity, and Inclusion (DEI) for all federal agencies; and

WHEREAS, Based on the U.S. Department of Education's response to Trump's anti-DEI agenda, they launched the "End Diversity, Equity, and Inclusion" portal for the purpose of allowing parents, students, and teachers to report alleged DEI programs in publicly funded schools, and

WHEREAS, The U.S. Department of Education has threatened K-12 and post-secondary education funding, demanding schools remove all DEI language, books, curriculum, programs, and discussions; and

WHEREAS, DEI programs are designed to close achievement gaps in education, testing scores, and funding. Statistics from the National Center for Education Statistics and The Education Trust confirm white students have a higher graduation at 90% versus Black students at 81%, white students have a higher AP exam participation at 31% versus Black students at 20%, and districts serving predominantly students of color receive 13% less per student in state and local funding.

The continued existence of these disparities implicates a need to increase, not decrease access to resources for marginalized communities; and

WHEREAS, Anti-equity activists have sought to divert attention from racism by conflating bias against Jewish and Muslim people, with bias based upon race, within educational institutions.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms resolutions in 2023, and 2024, as part of its ongoing commitment to defending DEI initiatives across all sectors, including education.

BE IT FINALLY RESOLVED, that the NAACP will advocate for the protection of DEI programs, language, and curriculum, uphold civil rights in K–12 schools, colleges, and universities, and will oppose any federal, state, or local efforts to eliminate, restrict, defund, or threaten the funding of institutions that support such initiatives.

11. The Harmful Effects of School Choice Initiatives on Public Education and the Disproportionately Harmful Effects on Students of Color

WHEREAS, The National Association for the Advancement of Colored People (NAACP) for more than 30 years has consistently opposed school choice initiatives because they negatively impact public education; and

WHEREAS, School choice initiatives disproportionately exacerbate racial and socioeconomic segregation for students of color; and

WHEREAS, School choice initiatives encompass programs that include vouchers, tax credits, scholarships, and education savings accounts that divert taxpayers' dollars away from public schools to cover the cost of attendance at private institutions and home-schooled students; and

WHEREAS, Public school funding in the United States is generally determined by student enrollment, with 31 states using the previous year's enrollment numbers to calculate current-year funding, thereby mitigating the financial impact of declining enrollment; and

WHEREAS, The remaining states do not follow this model and instead base school funding on current-year enrollment, resulting in immediate budget reductions when student attendance decreases; and

WHEREAS, Data from the U.S. Census Bureau analyzed by *NBC News* indicates that between 2012 and 2022, the percentage of children ages 5 to 17 enrolled in public schools declined by nearly 4 percentage points, despite overall population growth during that period. During the same timeframe, the proportion of children in the same age group attending private schools increased by approximately 2 percentage points, and enrollment in charter schools also rose significantly, as reported by the National Alliance for Public Charter Schools; and

WHEREAS, Educators and researchers attribute this shift in enrollment in part to the enactment of policies that have undermined public education while simultaneously promoting private and charter school alternatives; and

WHEREAS, For example, in 2023, Florida passed HB 1 to expand school voucher eligibility to all students, regardless of income, and enabled home-schooled students to apply for the same level of funding as public-school students. In the fiscal year 2023-2024, \$2.1 billion was diverted from Florida's public school funding formula to the state's scholarship voucher program. In total, school choice initiatives cost Florida taxpayers approximately \$3.2 billion for private and home-schooled students. Education officials in Broward, Duval, and Miami-Dade counties are considering school closures and cost-cutting measures; and

WHEREAS, These impacts will be further aggravated by the Trump administration's efforts to dismantle the U.S. Department of Education, through which federal funds support every 1 in 5 dollars for public education, amounting to about 18% of the federal budget; and

WHEREAS, The lack of funding coupled with school choice initiatives undermines the promise of public schooling for all students. Following the 1954 *Brown v. Board of Education* decision, Southern states implemented school voucher programs to facilitate white students' attendance at private schools, bypassing integration mandates; and

WHEREAS, school choice initiatives lack accountability to monitor and prohibit discrimination practices against current or prospective students and staff; and

WHEREAS, Without proper regulation and oversight, private schools fail to adequately support students with disabilities, English language learners, and those from low-income backgrounds, often resulting in their exclusion from admission or meaningful participation in the classroom; and

WHEREAS, Many of these private institutions continue to operate today, while public schools serving predominantly students of color remain underfunded.

THEREFORE, BE IT RESOLVED, that the NAACP urges our members to strongly oppose school choice initiatives urging stronger oversight of these initiatives with their legislative bodies as they result in substantial underfunding of public education and divert resources away from students of color.

BE IT FURTHER RESOLVED, that the NAACP reaffirms its 2003, 2010, 2014, and 2015 prior resolutions that opposed school vouchers and the privatization of public schools. The NAACP's position has been well stated.

BE IT FINALLY RESOLVED, that the NAACP hereby strongly restates its opposition to school choice initiatives in light of the potential dismantling of the U. S. Department of Education.

12. *In Support of the Rights, Dignity, and Protection of Transgender and Non-Binary Students*

WHEREAS, The NAACP stands firmly against discrimination in all forms, including those based on gender identity and gender expression; and

WHEREAS, Transgender and non-binary students, particularly Black and Brown trans youth, face disproportionate rates of bullying, harassment, mental health crises, and discriminatory disciplinary actions in educational settings; and

WHEREAS, Numerous state legislatures have passed or introduced laws banning trans students from accessing gender-affirming facilities, playing on sports teams consistent with their identity, or receiving affirming health care and support services; and

WHEREAS, the Department of Education and the Office for Civil Rights have stated that Title IX protections apply to gender identity, yet enforcement and support vary widely across states and school districts.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its 2022 and 2023 resolutions regarding the rights of transgender and nonbinary students and opposes all laws and policies that seek to deny them access to education, health care, or safety.

BE IT FURTHER RESOLVED, that the NAACP will work with school boards and administrators to ensure schools adopt affirming policies, train staff, and enforce protections in accordance with federal civil rights law.

BE IT FINALLY RESOLVED, that the NAACP supports comprehensive data collection on the experiences and outcomes of trans and non-binary students to develop inclusive policy solutions grounded in equity and justice.

13. Strengthening the Department of Education's Office for Civil Rights (OCR) Reporting and Enforcement to Address Racial Disparities in Education

WHEREAS, The Department of Education's Office of Civil Rights (OCR) mission is to ensure equal access to education through vigorous enforcement of civil rights in schools across the country; and

WHEREAS, The Department's Office for Civil Rights is responsible for investigating civil rights complaints and monitoring compliance with Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race, color, or national origin in programs receiving federal funds; and

WHEREAS, Persistent racial disparities in discipline, gifted education access, special education identification, advanced coursework enrollment, and school funding continue to disadvantage Black students and other students of color; and

WHEREAS, Recent calls to abolish and severely defund the Department of Education threaten the educational and civil rights of millions of students, particularly Black, Brown, disabled, LGBTQ+, and low-income students.

THEREFORE, BE IT RESOLVED, that the NAACP calls for increased federal funding for the Department of Education's Office for Civil Rights (OCR), including the hiring of additional staff and investigators to reduce case backlogs and strengthen enforcement authority.

BE IT FURTHER RESOLVED, that the NAACP urges Congress to require public transparency in school district-level OCR reporting, including racial breakdowns of discipline, academic tracking, and funding.

BE IT FINALLY RESOLVED, that the NAACP's National Education Committee will work to encourage the community to educate families, engage school districts and monitor discriminatory practices requiring federal oversight.

14. *In Support of Equitable and Fair Education Funding for Public Schools*

WHEREAS, Equitable education funding is essential to ensure that all students, regardless of race, zip code, or socioeconomic status, receive a quality education; and

WHEREAS, Decades of inequitable funding formulas and underinvestment in schools serving majority-Black and Brown students have resulted in inadequate resources, outdated facilities, and reduced academic outcomes; and

WHEREAS, Studies consistently show that increased investment in public education improves student achievement, high school graduation rates, and long-term economic mobility; and

WHEREAS, The NAACP reaffirms its resolutions from 2000, 2006, and 2011 in support of equitable funding for public schools.

THEREFORE, BE IT RESOLVED, that the NAACP calls upon state legislatures and departments of education to fully fund public schools and adopt equitable funding formulas that prioritize the needs of historically underserved communities.

BE IT FURTHER RESOLVED, that the NAACP opposes efforts to divert public dollars to private and charter schools that are not held to the same transparency and accountability standards.

BE IT FINALLY RESOLVED, that the NAACP supports federal legislation that incentivizes equitable education funding at the state level and holds states accountable for racial disparities in education funding and achievement.

15. *Resolution on Advancing College Affordability, Support, and Empowerment for Black and LGBTQIA+ Students*

WHEREAS, New federal student loan repayment structures and persistent barriers to Pell Grant access risk deepening financial hardships for Black students, particularly Black women, LGBTQIA+ students, and students with disabilities; and

WHEREAS, Since the 1980s, state and federal disinvestment in higher education has shifted the cost of college from public investment to individual students, with more than half of U.S. states still spending less on higher education than they did before the 2008 recession, according to the Center on Budget and Policy Priorities and the U.S. Department of Education; and

WHEREAS, The Reagan administration's education policies, including a 25 percent cut to federal higher education funding and the elimination of tuition-free colleges at California public universities, redefined higher education as a private good rather than a public right, laying the ideological groundwork for the modern student debt crisis (New University, 2023); and

WHEREAS, Black women hold the highest average student loan debt of any demographic, graduating with an average of **\$38,800** in federal undergraduate loans and **\$58,252** for graduate school, yet must earn a bachelor's degree to make what white men earn with only a high school diploma, as documented by the Student Borrower Protection Center and Institute for Women's Policy Research (2024); and

WHEREAS, 57 percent of Black women college graduates report experiencing significant financial hardship while repaying student loans, illustrating the long-term economic burdens exacerbated by systemic wage inequities; and

WHEREAS, The federal Pell Grant, which once covered more than 75 percent of public college costs in the 1980s, now covers just 28 percent, according to the College Board's 2023 Trends in Student Aid report, reflecting a dramatic decline in grant-based support and increased reliance on student loans; and

WHEREAS, Pell Grants, once covering over half of public college costs, now cover just **28%** of costs, making Black students, 60% of whom rely on Pell Grants, increasingly dependent on student loans to access higher education; and

WHEREAS, Average tuition and fees have increased by more than 45 percent at public in-state institutions and 41 percent at private institutions since 2005, significantly outpacing inflation and wage growth, and creating deeper affordability challenges for low-income students and communities of color (National Center for Education Statistics, 2023); and

WHEREAS, The federal student loan system has enabled colleges and universities to raise tuition without cost accountability, contributing to a national student debt burden that exceeds 1.75 trillion dollars and affects more than 42 million Americans, according to the U.S. Department of Education; and

WHEREAS, LGBTQIA+ Black Indigenous and People of Color ("BIPOC") students face financial barriers, including discrimination in accessing financial services, with **30.8%** of LGBTQIA+ adults — particularly Black and Latino students reporting financial discrimination, and nearly **45%** reporting no access to financial education, according to the Human Rights Campaign Foundation (2024) and NEFE (2022); and

WHEREAS, Financial insecurity significantly impacts LGBTQIA+ students' ability to complete college, with over half of Black and Latino LGBTQIA+ adults reporting financial instability, contributing to higher attrition rates; and

WHEREAS, According to the National Center for Education Statistics (NCES), in the 2021–22 school year, approximately **7.3 million students ages 3–21** received special education services under the Individuals with Disabilities Education Act (IDEA) (NCES, 2023); and

WHEREAS, Black students comprised approximately **15%** of the total public-school enrollment but accounted for **about 22%** of students receiving services under IDEA, revealing systemic racial disparities in access to educational support critical for higher education success; and

WHEREAS, Students with disabilities are suspended and expelled at **twice the rate** of their non-disabled peers, with Black and LGBTQIA+ students with disabilities disproportionately impacted, contributing to lower college readiness and deepened financial barriers to higher education enrollment and completion (U.S. Department of Education Office for Civil Rights, Civil Rights Data Collection, 2022); and

WHEREAS, Federal programs such as Title I and IDEA grants are critical to supporting vulnerable student populations, and threats to these programs would heighten educational inequities and financial barriers for Black and LGBTQIA+ students with disabilities.

THEREFORE, BE IT RESOLVED that the NAACP reaffirms its 2007, 2017, 2018, 2019, 2020, and 2021 resolutions addressing college affordability, student debt relief, Pell Grant expansion, the elimination of discriminatory lending practices, and equitable financial access to higher education for marginalized communities.

BE IT FURTHER RESOLVED, that the NAACP urges all policymakers to strengthen and expand grants-based financial aid systems, prioritize increases to Pell Grant funding, and create targeted support for Black student-parents, first-generation students, LGBTQIA+ students, and students with disabilities.

BE IT FURTHER RESOLVED, that the NAACP demands mandatory racial and gender equity impact assessments of all federal and state higher education financing policies to close systemic affordability gaps and dismantle the racial wealth divide.

BE IT FURTHER RESOLVED, that the NAACP calls for expansion of student debt forgiveness programs, including protection of Income-Driven Repayment (IDR) and Public Service Loan Forgiveness (PSLF), while creating additional targeted relief for economically vulnerable Black and LGBTQIA+ students.

BE IT FURTHER RESOLVED, that the NAACP demands stronger protection against discrimination in student lending and financial services to ensure equitable access to higher education financing for marginalized communities.

BE IT FINALLY RESOLVED, that the NAACP reaffirms its commitment to advancing policies that dismantle financial barriers, expand economic opportunity, and secure equitable pathways to college access, success, and financial freedom for Black women, LGBTQIA+ students, and students with disabilities.

ENVIRONMENTAL AFFAIRS

1. *Advancing a Future that Centers Climate Reparations*

WHEREAS, the NAACP reaffirms its commitment from 2007, 2015, 2018, 2022, and 2023 to ensure frontline communities do not bear the brunt of climate-related actions without centering solutions; and

WHEREAS, Communities across the world are during a climate crisis because of the increased emissions due to fossil fuel companies polluting heavily in frontline communities; and

WHEREAS, There have been accountability measures put in place through laws such as the federal Comprehensive Environmental Response, Compensation, and Liability Act that allows for retroactive liability for environmental hazards, but there is a gap in many states to hold fossil fuel companies financially accountable for their contributions to global warming; and

WHEREAS, State climate superfund bills are a way to hold polluters accountable regardless of legality for the harm at the time and have been passed in at least two states and are pending in at least eight more states; and

WHEREAS, The reports demonstrate that five of the major oil companies made a combined profit of \$102 billion in 2024; and

WHEREAS, The World Economic Forum has attributed a global cost of climate change damage to be estimated to be between \$1.7 trillion and \$3.1 trillion per year by 2050; and

WHEREAS, Taxpayers should not shoulder the cost of fossil fuel companies polluting in Black and other frontline communities; and

WHEREAS, Fossil fuel companies continue to extract from frontline and fence line communities domestically and globally, but are not paying for the losses and damages, nor are they assisting with adapting to greener, renewable energy sources; and

WHEREAS, climate reparations mean rectifying the past harm done to frontline communities who have had to bear the impact of greenhouse gas emissions, pollution, and health impacts in their

communities by actions they did not cause which stems from a history of extraction in their communities and colonial practices, and then shifts toward antiracist and equitable climate policies, not just wealth transfer; and

WHEREAS, Rising global temperatures have increased inflation and the price of food due to the disruption of the food and energy supply chain according to the Potsdam Institute for Climate Impact Research and the European Central Bank in Germany; and

WHEREAS, Research fellows have found that certain fossil fuel companies are purposely misleading the public regarding their role in causing the climate crisis including Exxon who knew their products would cause global warming since at least the 1970s; and

WHEREAS, States play a major role in ensuring that the public holds fossil fuel companies accountable.

THEREFORE, BE IT RESOLVED, the National Association for the Advancement of Colored People (NAACP) demands that the federal and state agencies hold fossil fuel companies accountable and build a mechanism for additional recovery within communities.

BE IT FURTHER RESOLVED, the NAACP also demands that the Trump Administration take action to reduce our reliance on fossil fuels that is causing a global climate crisis.

BE IT FURTHER RESOLVED, the NAACP demands Congress ensures a comprehensive approach to ensuring more accountability for polluters in frontline and fence line communities.

BE IT FINALLY RESOLVED, NAACP will continue to advocate domestically and globally for climate reparations, recovery, and resources that reflects a recognition of the decades of extraction and disinvestment that created the climate crisis due to wealthy fossil fuel company decisions.

2. *Data Centers Impact on Energy Demand*

WHEREAS, Google, Microsoft, Meta and others are building data centers across the country that require a lot of electricity and water resources, and renewable energy sources often require additional permitting; and

WHEREAS, Indiana is one place where the early data center boom is having an impact on energy usage. An Indiana utility has estimated that the handful of data centers in the area will use more electricity by 2030 than all Hoosier households; and

WHEREAS, According to the University of Oxford as of the end of 2020, 597 hyperscale data centers were in operation (39% in the US, 10% in China, 6% Japan), up by almost 50% since 2015. Amazon, Google and Microsoft account for more than half of these and a further 219 are in various stages of planning; and

WHEREAS, The increase in demand for artificial intelligence impacts electricity rates and energy reliability; and

WHEREAS, Utilizing artificial intelligence systems with increased demand and few safeguards will exacerbate the climate crisis; and

WHEREAS, The construction of large data centers often creates additional greenhouse gas emissions and air quality issues; and

WHEREAS, The construction of these data centers is often in low-income and frontline communities without the promise of additional jobs past the construction of these centers; and

WHEREAS, The use of energy to generate a single, generative query from artificial intelligence can consume four to five times as much energy as a typical search engine request; and

WHEREAS, Opposition globally, as well as in the United States, regarding large data farms is starting to grow even as new projects are being approved and the opposition exists regarding the lack of certain tech company transparency regarding water usage and contamination; and

WHEREAS, According to TechTarget Energy data center production is highly reliant on water, which is why the spotlight is on data centers and their environmental impact. Data centers directly and indirectly consume vast amounts of electricity, heat, and water in a variety of ways; and

WHEREAS, Emerging technology can be a key component of helping to advance environmental and climate justice needs, but algorithmic impact assessments, mirrored after environmental impact assessments to share any environmental threats that a data center poses to communities, is an important transparency need; and

WHEREAS, The green economy must consider built environment as well as the digital industrial sector.

THEREFORE, BE IT RESOLVED, that the NAACP advocates and demands community benefits agreements that require benefits regarding water scarcity and contamination and electricity high burdens community benefits plan and jobs, contracts and clean energy development agreements that will benefit Black people and their communities.

BE IT FURTHER RESOLVED, that the NAACP urges Congress and state and local governments to pass legislation to demand transparency and standardized methodology regarding data and usage of water, energy, and emissions linked to data centers as well as a reduction of these resources.

BE IT FURTHER RESOLVED, that state and local governments create additional benchmarks for data centers for meaningful disclosure regarding environmental threats such as algorithmic impact assessments.

BE IT FINALLY RESOLVED, the NAACP will advocate with our partner organizations for more intersectional conversations and community-led training and policy-decisions and demand a safeguard of community resources throughout the digital industrial usage of water, energy, and increase of greenhouse gas emissions and pollution in communities.

3. *Resolution in Opposition to Increase in Fossil Fuels and Reaffirming Support of Clean Energy*

WHEREAS, The National Association for the Advancement of Colored People has an extensive history of advocacy, policies, campaigns, initiatives, and actions to end fossil fuel and support renewable energy sources; and

WHEREAS, Past resolutions, including the 2024 Resolution “Ensuring Racial Equity and a Just Transition in the Green Economy”, continue to underscore our commitment to a just transition to clean energy; and

WHEREAS, The Trump Administration has tried to withdraw United States support from the Paris Climate Agreement and has actively promoted increased usage of fossil fuel energy sources, despite being the world’s largest cumulative emitter of greenhouse gas, which is proven to be the greater contributor to climate change; and

WHEREAS, A wide range of scientific research has consistently proven that poor people and Black communities and other communities of color, have contributed least to climate change, but continue to be the most disproportionately impacted by its adverse effects including the ability to avoid heat stroke and other heat related fatalities; and

WHEREAS, The NAACP recognizes the urgency to avert further deterioration of our climate by shifting away from fossil fuel energy production and usage to clean, safe, and carbon-free renewal energy sources; and

WHEREAS, Over the past two decades U.S. green energy and climate emissions policies have enabled tremendous strides that set the course for a path forward in new workforce development, decreasing high energy burdens in communities, and progress needed to ensure a just and equitable transition to clean energy, and

WHEREAS, Policies of previous administrations aligned with much needed global aims at reducing fossil fuel energy and cutting greenhouse gas emissions are being aggressively undermined by an aggressive agenda that declared a national emergency as a basis to revive fossil fuel exploration and consumption; and

WHEREAS, Clean energy jobs can increase income nearly 20 percent and have already created over 300,000 new jobs; and

WHEREAS, Any efforts to deregulate existing policies that promote clean energy will threaten the health of vulnerable communities, accelerate sea level rise, exacerbate flooding, expose our communities to more frequent and intense storms and other extreme, dangerous weather

events, decrease wealth generating careers, and seriously impede actions and achieve progress to adequately and effectively respond to the climate emergency; and

WHEREAS, The National Association for the Advancement of Colored People, reaffirms support of its much heralded research including NAACP reports that analyze coal-fired plants and other research regarding fossil fuel dangers; and reasserts its advocacy policy positions, strategies, and programs to end fossil fuels such as: March to End Fossil Fuels, Clean School Bus initiative, and recent campaign to make polluters pay for fossil fuel pollution in frontline communities.

THEREFORE, BE IT FURTHER RESOLVED, that the NAACP will continue its advocacy and commitment to promoting a just energy transition to clean, safe, carbon-free renewable energy.

BE IT FURTHER RESOLVED, that the NAACP demands that Congress immediately pass legislation to put safeguards in place that protect those communities having contributed least to climate change, but have been most disproportionately impacted by the adverse effects.

BE IT FURTHER RESOLVED, that the NAACP advocates for implementation of plans that emphasize the dangers of relying on fossil fuels and the benefits of renewable energy, including the need to establish mitigation, adaptation, resiliency, and sustainability planning to better prepare for the looming climate crisis.

BE IT FURTHER RESOLVED, that the NAACP advocates that Public Utilities Commission and other policy making bodies enact legislation and policies that prevent disconnections of electricity during any severe or extreme weather event.

BE IT FINALLY RESOLVED, that the NAACP strongly urges local and state governments to continue creating incentives for justly and responsibly transitioning to clean, safe, carbon-free renewable energy and energy independence frameworks.

4. *Women Disproportionately Impacted by Climate Change and Environment*

WHEREAS, according to the World Economic Forum and research led by Harvard, Stanford, and University of Texas Health Science Center at Houston, women in the United States disproportionately face numerous environmental concerns; and

WHEREAS, United Nations research shows, women are at disproportionately greater risk during natural disasters and subjected to increase of violence in the wake of these disasters; and

WHEREAS, World Bank and United Nations research shows, women are disproportionately affected by climate change and are underrepresented in climate decision making; and

WHEREAS, United Nations research highlights women and girls are more likely to be disproportionately displaced by climate change; and

WHEREAS, Women are more likely to disproportionately experience poverty and food insecurities; and

WHEREAS, Women are more likely to disproportionately experience fatal coronary disease from exposure to ambient particulate matter.

THEREFORE, BE IT RESOLVED, that the NAACP will advocate for the enactment of legislation that will protect women from amidst a natural disaster and environmental catastrophe.

BE IT FINALLY RESOLVED, that the NAACP will educate society around how air quality and environment are negatively impacting their health and their children who are our next generation.

HEALTH

1. *Affirming the Necessity and Importance of Health Education in School and Community Education*

WHEREAS, Health education is a fundamental component of lifelong well-being, equipping individuals with the knowledge and skills necessary to make informed decisions about their physical, mental, and emotional health; and

WHEREAS, Comprehensive health education in schools has been shown to improve academic outcomes, reduce health disparities, and foster healthy behaviors that benefit individuals and communities; and

WHEREAS, Community-based health education programs enhance public awareness, promote preventative care, and support healthier lifestyles across diverse populations; and

WHEREAS, Quality health education addresses critical topics such as the environment, nutrition, physical activity, substance use prevention, mental health, reproductive health, and disease prevention, ensuring students and community members are well-informed about their health choices; and

WHEREAS, The promotion of health literacy is essential in preparing individuals to navigate healthcare systems, understand medical information, and advocate for their own well-being; and

WHEREAS, Investing in health education contributes to long-term cost savings by reducing preventable illnesses, minimizing financial burdens, and improving overall public health outcomes; and

WHEREAS, There are 2,500 school-based health centers in the United States, providing medical, dental, mental, and health education services to children in 48 states, focused on improving student health and well-being.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People (NAACP) formally recognizes health education as a meaningful and necessary component of both school and community education.

BE IT FURTHER RESOLVED, that the NAACP urges local, state, and federal policymakers to support and expand access to comprehensive, evidence-based health education in schools and communities.

BE IT FURTHER RESOLVED, that the NAACP advocates for expansion and adequate funding for school- and community-based health centers.

BE IT FURTHER RESOLVED, that the NAACP encourages collaboration among educators, healthcare professionals, policymakers, and community organizations to develop and implement effective health education and health literacy programs.

BE IT FINALLY RESOLVED, that copies of this resolution be transmitted to relevant educational institutions, government agencies, and community organizations to promote awareness and action in support of health.

2. *Health and Racial Implications of Hair Straightening Chemicals*

WHEREAS, Extensive research (Feldscher, 2024) has documented that many hair straightening products contain harmful chemicals-such as formaldehyde, phthalates, and endocrine disruptors-that have been linked to reproductive health issues, respiratory issues, hormonal imbalances, early menstruation in adolescent females, and increased cancer risk; and

WHEREAS, Studies including those published in peer-reviewed journals have raised concerns that prolonged use of hair relaxers and straighteners may be associated with an increased risk of breast cancer and other adverse health outcomes in African American women; and

WHEREAS, The disproportionate use of these products in Black communities is not coincidental, but rather a response to longstanding societal pressures and discriminatory beauty standards that devalue natural Black hair, contributing to cultural and psychological harm; and

WHEREAS, Regulatory agencies, including the U.S. Food and Drug Administration and the National Institute for Occupational Safety and Health, have recognized the need for stricter safety standards and better labeling practices to protect consumers from toxic exposures in cosmetic products; and

WHEREAS, The legacy of racial discrimination and economic exploitation has led to a market in which Black consumers are disproportionately exposed to products with unacceptably high health risks while simultaneously facing systemic pressures to alter their natural appearance.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People reaffirms its 2022 commitment to The Crown Act – Creating a Respectful and Open Workplace for Natural Hair and its 2020 stance that Hair Discrimination is Race Discrimination.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People, as an organization dedicated to advancing civil rights and public health, call upon federal and state regulatory agencies to:

1. **Mandate comprehensive safety reviews** of hair straightening products, including full disclosure of all ingredients and potential long-term health risks.
2. **Enhance and enforce stricter labeling requirements** so that consumers are fully informed about the risks associated with these chemicals.
3. **Support further research** into safer alternatives and the long-term health outcomes associated with these products.
4. **Promote public education** campaigns that affirm the beauty and cultural significance of natural Black hair, including safe straightening methods and protective styling, thereby counteracting the harmful social norms that compel the use of these risky products.

BE IT FURTHER RESOLVED, that the NAACP urges cosmetic companies to reformulate hair straightening products and pursue safer alternatives to eliminate or significantly reduce hazardous chemicals and to market these products in ways that do not perpetuate racial stereotypes or unrealistic beauty standards.

BE IT FURTHER RESOLVED, that the NAACP, through its health committees, work with beauty professionals, community organizations, healthcare providers, and policymakers to ensure that Black communities have access to safe and healthy personal care products, and to foster an environment where natural hair is celebrated and protected.

BE IT FINALLY RESOLVED, that this NAACP resolution be widely disseminated via outlets, including but not limited to, public forums, health committee meetings of each unit, other community activations and engagements to raise awareness of the intersection between environmental health hazards and racial injustice, and that it serves as a catalyst for meaningful change in cosmetic regulation and cultural representation.

3. *Racial Disparities in the Measurement of APGAR Scores for Newborns*

WHEREAS, The NAACP has long been dedicated to ensuring equal treatment and care for all individuals, regardless of race or ethnicity; the APGAR score, a critical measure used to assess the health of newborns immediately after birth, is essential for determining the need for medical intervention; this score (0 – 10) evaluates based on five criteria: Appearance (skin color), Pulse (heart rate), Grimace response (reflexes), Activity (muscle tone), and Respiration (breathing rate and effort); and

WHEREAS, In 2023, the National Center for Health Statistics and the Division of Vital Statistics found Black Newborns had a less than 50% chance of having a 5-minute APGAR score of 10 when compared to white newborns. White babies (non-Hispanic and Hispanic) had the highest proportion of APGAR scores of 10 across all races and ethnicities; and

WHEREAS, Based upon APGAR scores, medical providers disproportionately refer and admit Black neonatal infants to NICU units at a higher rate than non-Black people; and

WHEREAS, Research has indicated significant racial disparities in the measurement of APGAR scores, particularly in the criterion of skin color; the appearance criterion can be biased against babies with darker skin tones, making it challenging for healthcare providers to accurately assess symptoms such as cyanosis (blue or pale discoloration due to lack of oxygen); this bias results in potentially lower or inaccurate APGAR scores for these newborns; and

WHEREAS, Implicit biases among healthcare providers may also affect their assessment of other APGAR criteria, such as muscle tone and reflex response, leading to disparities in scoring; additionally, systemic inequalities in access to quality prenatal and postnatal care exacerbate these disparities, contributing to poorer health outcomes for minority populations; and

WHEREAS, Inaccurate APGAR scores can delay or prevent appropriate medical interventions, increasing the risk of adverse health outcomes and higher infant mortality rates among minority populations; moreover, early disparities in health assessments can contribute to long-term health inequities, affecting ongoing medical care and support for these infants.

THEREFORE, BE IT RESOLVED, that the NAACP urges healthcare institutions and entities to enhance training programs for medical professionals to accurately assess APGAR scores across different skin tones; that this training should include recognizing symptoms of distress in infants from diverse racial and ethnic backgrounds.

BE IT FURTHER RESOLVED, that the NAACP advocates for the development and implementation of standardized guidelines that account for racial differences in skin color and other physiological factors to reduce bias in APGAR scoring.

BE IT FURTHER RESOLVED, that the NAACP calls for researchers in epidemiology, obstetrics, and pediatrics to increase research to understand the extent of racial disparities in APGAR scores and to develop strategies to mitigate them. Raising awareness about these issues within the medical community and the broader society is essential to addressing these disparities.

BE IT FINALLY RESOLVED, that the NAACP demands policies that ensure equitable access to high-quality prenatal and postnatal care for all racial and ethnic groups. Addressing the root causes of these disparities is crucial for promoting health equity.

4. *Racial Disparities in Medicaid Reenrollment*

WHEREAS, The National Association for the Advancement of Colored People (NAACP) has a longstanding commitment to ensuring equity in healthcare access for all communities, particularly for African Americans and other people of color; and

WHEREAS, Medicaid is a critical program providing healthcare coverage to millions of low-income individuals and families, disproportionately benefiting communities of color due to systemic economic and health disparities; and

WHEREAS, Medicaid and Medicare were not explicitly enacted as civil rights laws in 1965. However, they played a significant role in advancing civil rights and desegregating hospitals to ensure equal access to healthcare; and

WHEREAS, The Centers for Medicare & Medicaid Services (CMS) reported that African Americans make up 34% of the Medicaid population despite being only 13% of the U.S. population, and Hispanics representing 30% of enrollees despite being 18% of the population; and

WHEREAS, Racial disparities in Medicaid reenrollment exacerbate health inequities, as studies indicate that African American and Hispanic individuals face higher rates of disenrollment and barriers to reenrollment compared to their white counterparts, leading to gaps in coverage and increased health risks; and

WHEREAS, Administrative burdens, such as complex reenrollment procedures, attestation of employment, insufficient outreach, language barriers, and state Family and Social Services Administration (FSSA) offices, such as Indiana, instructing Medicaid providers to cease advertising, disproportionately impact people of color, contributing to higher rates of procedural disenrollment in these communities; and

WHEREAS, The COVID-19 pandemic has exposed and intensified existing disparities in healthcare access, with communities of color experiencing higher rates of infection, hospitalization, and mortality, further underscoring the urgent need for equitable access to Medicaid and other health services; and

WHEREAS, Policy interventions such as simplifying and automating reenrollment processes, enhancing outreach efforts, providing multilingual support, and addressing social determinants of health are essential to reduce disparities and ensure continuous coverage for all eligible individuals.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms the Protecting and Expanding Medicaid Now into the Future Resolution of 2023 and calls upon federal and state governments to implement policies and practices that reduce administrative burdens in Medicaid reenrollment, particularly for communities of color.

BE IT FURTHER RESOLVED, that the NAACP urges the CMS to collect and publicly report data on Medicaid disenrollment and reenrollment by race and ethnicity to monitor and address disparities.

BE IT FURTHER RESOLVED, that the NAACP advocates for increased funding for community-based organizations to provide education, outreach, and assistance with Medicaid reenrollment in underserved communities.

BE IT FURTHER RESOLVED, that the NAACP supports legislative and regulatory efforts to automate, simplify, and streamline Medicaid reenrollment processes, including automatic

reenrollment for eligible individuals, paperless renewal options, and reduce documentation requirements.

BE IT FINALLY RESOLVED, that the NAACP reaffirms its commitment to fighting for healthcare equity and will continue to work with policymakers, healthcare providers, and community organizations to address and eliminate racial disparities in Medicaid reenrollment and broader healthcare access.

5. *Racial Disparities in Hospice Care*

WHEREAS, Hospice care is a critical component of compassionate end-of-life care that focuses on comfort, dignity, and support for patients and their families; and

WHEREAS, Extensive research has documented that racial and ethnic minorities—particularly African Americans and Hispanic communities—experience significant disparities in accessing and receiving quality hospice care compared to their white counterparts; and

WHEREAS, These disparities include lower hospice utilization rates, delays in hospice referral, abnormal disruption to family dynamics, and reduced access to culturally sensitive end-of-life care services, often driven by systemic inequities, mistrust of the healthcare system, and socioeconomic factors; and

WHEREAS, Reports from the National Hospice and Palliative Care Organization highlight that Black and Hispanic patients are less likely to receive hospice care, resulting in unmet needs for pain management, emotional support, and palliative services during critical times, as well as significant strain and stress on the entire family; and

WHEREAS, The Institute of Medicine's 2002 report, *Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care*, underscores that disparities in end-of-life care are not only a matter of health inequity, but also of civil rights, demanding urgent policy intervention and community engagement to ensure that all individuals have access to dignified care at the end of life.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People (NAACP) reaffirms its 2021 Resolution on advocating for and supporting end-of-life planning with a more narrowly focused scope on racial disparities in hospice care.

BE IT FURTHER RESOLVED, that the NAACP calls upon federal, state, and local policymakers to:

1. **Mandate comprehensive data collection** and transparent reporting on hospice utilization by race and ethnicity to better identify and address disparities.
2. **Enhance funding and support** for culturally competent hospice and palliative care programs that specifically address the needs of racial and ethnic minority communities.
3. **Develop targeted educational campaigns** aimed at both healthcare providers and communities to foster trust, awareness, and understanding of hospice care options.

4. **Strengthen regulatory oversight** to ensure that hospice care organizations adhere to equitable practices and standards of care for all patients.
5. **Collaborate with community-based organizations** to design and implement innovative programs that reduce barriers to hospice access, including financial, cultural, and informational obstacles.
6. **Reject the allocation of healthcare resources based solely on the use of quality-adjusted life-years (QALYs)**, which can be discriminatory towards those living with disabilities.

BE IT FURTHER RESOLVED, that the NAACP urges the healthcare industry to invest in research and evidence-based and best practices that promote health equity in end-of-life care, ensuring that every individual, regardless of race or ethnicity, receives compassionate, high-quality hospice care.

BE IT FINALLY RESOLVED, that this Resolution be disseminated to key stakeholders in healthcare, policy, and community advocacy as a call to action to eliminate racial disparities in hospice care and to honor the dignity of all individuals in their final stages of life.

6. *Support for Science Based Vaccination Education and Protection of Public Health (2025)*

WHEREAS, Vaccines are one of the most effective public health interventions, preventing the spread of infectious diseases and saving millions of lives each year, particularly among vulnerable populations such as children, seniors, and those with compromised immune systems; and

WHEREAS, Misinformation and deliberate disinformation about vaccines, including flu and Respiratory Syncytial Virus (RSV) vaccines, have contributed to a decline in vaccination rates, posing a direct threat to public health. Misinformation and disinformation has been accelerated by reductions in the public health workforce to agencies such as the National Institutes of Health (NIH), Centers for Disease Control and Prevention (CDC), the Food and Drug Administration (FDA) and others; and

WHEREAS, The United States faces ongoing health challenges, including seasonal flu outbreaks, RSV, measles, and other preventable diseases that disproportionately affect African American communities, children, and seniors, especially in the context of structural inequalities in healthcare access and education. Globally, we face the threat of otherwise-eradicated diseases, such as polio, as a result of low vaccination rates; and

WHEREAS, Attacks on vaccines, particularly from those leading our country's major healthcare agencies, especially those recommended for children and seniors, undermine scientific consensus and create unnecessary divisions that erode trust in public health systems; and

WHEREAS, The NAACP has a long history of advocating for science-based policies that address the health and safety of underserved communities and ensure that all individuals have access to accurate, evidence-based information.

THEREFORE, BE IT RESOLVED:

1. **Support for Science-Based Vaccination Education:** The NAACP calls for the promotion of science-based education about vaccines by local, state, and federal agencies, aimed at educating the public, especially African American communities, about the safety, effectiveness, and necessity of vaccines:
 - Providing accessible, clear, and culturally competent information on vaccines that empowers families to make informed decisions about their health.
 - Ensuring that information is provided by trusted healthcare professionals and community leaders, free from political bias and misinformation.
2. **Protection of Public Health and Safety:** The NAACP advocates for policies that:
 - Support and protect public health initiatives that promote universal vaccination, especially for children and seniors, to protect vulnerable populations from preventable diseases.
 - Ensure that vaccine distribution is equitable, with a particular focus on historically marginalized communities that face barriers to healthcare access, such as African American and other communities of color.
 - Ensure that vaccine distribution includes mobile vaccination efforts and partnerships with community-based organizations and local pharmacies, in addition to standard access through healthcare facilities.
3. **Support for Informed Decision-Making:** The NAACP recognizes the importance of respecting families' rights to make informed decisions about vaccinations, and therefore:
 - Supports healthcare professionals in their efforts to provide families with accurate, unbiased, and comprehensive information, so that they can make choices based on the best available evidence.
 - Encourages open discussions within communities about vaccine safety, recognizing that informed decision-making should be supported by access.

7. *In Support of Black Maternal Health and Birth Equity*

WHEREAS, The United States has the highest maternal mortality rate among high-income countries, and Black women are three to four times more likely to die from pregnancy-related causes than white women, regardless of income or education level; and

WHEREAS, A recently released National Institutes of Health (NIH) study in April 2025 found that the US maternal mortality rate increased 27% over 5 years. Examining the Centers for Disease Control and Prevention (CDC) data up to one year postpartum, the authors found that maternal mortality increased from 25.3 deaths per 100,000 live births in 2018 to 32.6 deaths per 100,000 live births in 2022; and

WHEREAS, The new study reaffirmed racial disparities in maternal mortality, specifically finding that that rates of maternal mortality were 3.8 times higher in American Indian and Alaska Native women when compared to White women, and rates in Black women were 2.8 times higher; and

WHEREAS, By expanding the research window studied to one year postpartum, the researchers revealed that cardiovascular disease, cancer, and mental disorders were leading causes of late maternal deaths; and

WHEREAS, The study authors call maternal mortality in the US “an urgent public health priority,” the federal government persisted with massive job and funding cuts at federal agencies charged with reducing these deaths, including slashing the department at CDC tasked with monitoring and improving maternal and child health, and rescinding the funding of some researchers who study this issue; and

WHEREAS, Structural racism, implicit bias in the health care system, chronic stress from racial discrimination, and unequal access to prenatal and reproductive care contribute significantly to poor maternal health outcomes among Black women and birthing people; and

WHEREAS, The maternal health crisis is compounded by the closure of labor and delivery units in Black communities, lack of Medicaid expansion in some states, and policies that restrict reproductive autonomy and access to comprehensive care; and

WHEREAS, Black maternal health is a racial justice issue and a public health crisis, and its solutions must center the experiences of Black mothers, midwives, doulas, and community-based providers; and

WHEREAS, Federal initiatives such as the Black Maternal Health Momnibus Act offer a blueprint for comprehensive reform through expanded Medicaid coverage, investment in perinatal workforce diversity, improved data collection, and community-based care models.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms the Calls for Urgent Efforts to Address Black Maternal and Infant Mortality Resolution of 2024 and declares Black maternal health to be a national emergency and calls for coordinated action by federal, state, and local governments to end the racial disparities in maternal health outcomes.

BE IT FURTHER RESOLVED, that the NAACP demands the public health workforce and funding be restored for the Health and Human Services (HHS) staff charged with solving the maternal mortality crisis and inequities in the US.

BE IT FURTHER RESOLVED, that the NAACP urges the U.S. Congress to pass the Black Maternal Health Momnibus Act and expand Medicaid coverage to include at least 12 months of postpartum care in all states.

BE IT FURTHER RESOLVED, that the NAACP supports the expansion of funding for Black-led maternal health organizations, culturally proficient midwifery and doula programs, and community birth centers that serve historically under-resourced areas.

BE IT FINALLY RESOLVED, that the NAACP encourages its units to engage in public education campaigns, policy advocacy, and local partnerships that uplift Black birthing people and ensure equitable, respectful, and life-affirming maternal care for all.

8. *Increase Awareness and the Education for the Need for African American Bone Marrow Donors*

WHEREAS, According to Be the Match, the likelihood of Black individuals finding a bone marrow donor match is significantly lower compared to other groups due to the genetic diversity within African ancestry; and

WHEREAS, Studies have shown that Black patients are up to 75% less likely to find a perfect match in certain donor registries (www.newsmedical.net/news/20210201/Study-explains-why-people-of-African-descent-are-less-likely-to-find-bone-marrow-donors.aspx); and

WHEREAS, Black individuals are underrepresented in donor registries, further reducing the chances of finding a match (<https://www.wlns.com/top-stories/black-people-are-three-times-less-likely-to-find-a-bone-marrow-donor-than-white-people/>).

THEREFORE, BE IT RESOLVED, the National Association for the Advancement of Colored People reaffirms its 2019 Resolution on bone marrow donor availability for African American patients.

BE IT FURTHER RESOLVED, the NAACP advocates and supports bone marrow donor initiatives for Black individuals because it is crucial to improving match rates and saving lives.

BE IT FURTHER RESOLVED, the NAACP will support organizations like Be the Match and There Goes My Hero which encourage individuals, especially those of African descent, to register as potential donors.

BE IT FURTHER RESOLVED, the NAACP will share information about the need for diverse donors within our communities and provide education ourselves on the challenges facing Black patients in finding matches.

BE IT FURTHER RESOLVED, the NAACP will encourage partnerships between local organizations to host bone marrow donor drives in schools, churches, or community centers to help recruit more donors from underrepresented groups; and

BE IT FURTHER RESOLVED, the NAACP calls for donor diversity and advancements in medical research for better matching techniques; and

BE IT FINALLY RESOLVED, the NAACP, through its respective committees, encourages all members to learn more about the myths and misconceptions surrounding bone marrow donation.

9. *NAACP Calls for a Comprehensive National Plan to Combat Premature Morbidity and Mortality in African American Men in the United States*

WHEREAS, Significant and persistent health disparities exist in the United States, resulting in disproportionately higher rates of premature morbidity and mortality among African American men compared to other racial and gender groups, with a life expectancy at birth of 67.6 years (Arias, Xu, Kochanek, 2023); and

WHEREAS, These disparities are rooted in a complex interplay of systemic discrimination and racism, historical injustices, socioeconomic inequities, environmental factors, violence, and limited access to quality healthcare; and

WHEREAS, The consequences of this premature morbidity and mortality extend beyond individual loss, impacting families, communities, and the overall well-being and productivity of the nation; and

WHEREAS, Existing efforts to address these disparities have been insufficient to achieve health equity for African American men, necessitating a more comprehensive and coordinated national strategy; and

WHEREAS, A comprehensive plan must address the root causes of these disparities across the life course, encompassing prevention, early detection, access to culturally proficient care, and targeted interventions; and

WHEREAS, Such a plan requires the collaboration of federal, state, and local government agencies across all levels, healthcare providers, community-based organizations, researchers, and the active engagement of African American men themselves; and

WHEREAS, Specific areas requiring focused attention within a comprehensive plan include, but are not limited to:

- **Addressing Systemic Racism and Discrimination:** Implementing policies and practices that address and dismantle systemic racism in healthcare, housing, education, employment, the criminal justice system, and all other types of social and political determinants of health, all of which contribute to poor health outcomes.
- **Improving Access to Quality and Culturally Proficient Healthcare:** Expanding access to affordable and comprehensive healthcare services, including preventative care, mental health services, oral healthcare, vision care, and treatment for chronic diseases, delivered by a diverse and culturally proficient healthcare workforce.

- **Targeting Key Health Conditions:** Developing and implementing targeted interventions to address the leading causes of premature morbidity and mortality in African American men, such as cardiovascular disease, various types of cancer, including but not limited to prostate, stomach, and lung cancers, diabetes, HIV/AIDS, suicide, and violence.
- **Promoting Health Education and Literacy:** Investing in culturally relevant health education programs and initiatives that empower African American men to make informed decisions about their health and well-being.
- **Investing in Research and Data Collection:** Prioritizing research to understand better the specific factors contributing to health disparities among African American men and improving the collection and analysis of disaggregated data to inform targeted interventions.
- **Engaging Communities and Building Trust:** Fostering meaningful partnerships with African American communities and building trust in the healthcare system through community-based participatory research and culturally tailored outreach efforts.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People strongly advocates for the development and implementation of a comprehensive national plan to combat premature morbidity and mortality in African American men in the United States.

BE IT FURTHER RESOLVED, that the NAACP calls upon federal, state, and local governments to allocate significant resources and prioritize the implementation of evidence-based strategies and promising practices to achieve health equity for African American men; and

BE IT FURTHER RESOLVED, that the NAACP urges healthcare providers, researchers, community-based organizations, and philanthropic entities to actively participate in the development and execution of this comprehensive plan and subsequent solutions; and

BE IT FINALLY RESOLVED, that this resolution be disseminated to relevant policymakers, government agencies, healthcare organizations, community leaders, and the public to underscore the urgent need for a coordinated and sustained national effort to eliminate these unacceptable health disparities and ensure that African American men can live long and healthy lives.

10. *The NAACP Calls for the Elimination of Race-Clinical Equations in Patient Care*

WHEREAS, Clinical algorithms have been used to support clinical decision-making in patient care and are routinely based on the predictive power of population-level datasets, the use of race as a modifier in treatment decisions has been disputed. It is well understood that race is a political and social construct, not a proxy for genetic differences. When race and ethnicity are used in “diagnostic [criteria] and practice guidelines [to] adjust or ‘correct’ their outputs,” this defines race-based medicine (Vyas et al., 2020, p. 874). The role of race-based clinical algorithms in assessing individual risk and guiding clinical treatment has led to disparate and harmful impacts in historically excluded populations; and

WHEREAS, Kidney function can be assessed using equations to diagnose and stage chronic kidney disease and guide medical decisions. Race correction assigns a different value for a person being Black in an equation to evaluate kidney health, giving rise to an estimated glomerular filtration rate (eGFR) that is higher based on race alone. Race modification in kidney health based on inherent biological differences is patently false, which leads to inequities in kidney care. “A 2021 national study estimated that removing race adjustment from the MDRD eGFR equation could result in an additional 3.3 million Black Americans receiving a stage 3 CKD diagnosis, 300,000 more qualifying for a nephrologist referral, and 31,000 becoming eligible for transplant evaluation and inclusion on a waitlist” (NYC CERCA, 2022, p. 10); and

WHEREAS, The National Kidney Foundation and the American Society of Nephrology have recommended alternatives to race-based eGFR estimates since 2021, multiple barriers remain to wider implementation; and

WHEREAS, Black women/pregnant people are approximately three times more likely to die from pregnancy-related causes than their White counterparts in the United States, the vaginal birth after cesarean (VBAC) risk calculator may worsen maternal health disparities. Pregnant people are offered a trial of labor after the cesarean section (TOLAC) to increase the chances of a subsequent safe vaginal delivery. Data has shown that Black and Latino pregnant people experience higher rates of primary cesarean deliveries and lower rates of VBAC. In the VBAC risk calculator, Black and Latino women are assigned a different numerical value than White women based solely on race and ethnicity criteria, which predicts a lower probability of successful VBAC. This race correction is due to proposed ethnic differences in pelvic anatomy, and the validation study that identified being White, among other social characteristics, as a protective factor associated with a greater chance of successful VBAC. Because of this flawed inflation of risk in certain racial and ethnic groups, Black and Latino pregnant people are not recommended for TOLAC, and maternal inequities are perpetuated; and

WHEREAS, Researchers have found that using a VBAC calculator that excludes race and includes the current treatment of chronic hypertension accurately predicts successful VBAC among pregnant people choosing to have a TOLAC. The American College of Obstetricians and Gynecologists (ACOG) issued a practice advisory in December 2021, endorsing the non-race-modified VBAC calculator; and

WHEREAS, there are other examples of race-based clinical algorithms in the literature that have caused disparate impact on Black populations and other historically excluded groups, including pulmonary function test race modifiers, race-based equations to predict the risk of urinary tract infections in children, and breast cancer surveillance calculator, among others.

THEREFORE, BE IT RESOLVED, the NAACP strongly opposes using race-based clinical equations and clinical decision tools where there is evidence of disparate outcomes and perpetuation of health inequities. The NAACP demands that the Department of Health and

Human Services (HHS) implement and enforce rules to prevent discrimination based on race due to using clinical decision-support tools and algorithms. The NAACP demands that HHS republish the systematic review done by the Agency for Healthcare Research and Quality on algorithmic bias and enforce regulations of clinical algorithms through fines and sanctions for those who fail to address algorithmic bias.

BE IT FURTHER RESOLVED, the NAACP affirms that “a biological definition of race in medicine is harmful and inaccurate, [rather] using race as a political or social category to study the impact of structural racism and its physiological effects is extremely relevant,” as stated in the House Ways and Means Committee Fact Versus Fiction: Clinical Decision Support Tools and the (Mis)Use of Race issued by Majority Staff on October 14, 2021.

BE IT FURTHER RESOLVED, the NAACP demands that Section 1557 of the Affordable Care Act be enforced that prohibits covered entities from discriminating on the grounds of race, color, national origin, sex, age, or disability in the administration of *health* programs and activities, including preventing covered entities from using algorithms that could lead to discriminatory practices.

BE IT FURTHER RESOLVED, the NAACP demands that HHS enforce Section 1557 require algorithm developers to demonstrate how they have addressed the risk of bias and make this information publicly available, allowing users to review how algorithms were tested for fairness. The NAACP demands that regulatory frameworks require the collection and analysis of data on algorithm use and their impact on different racial and ethnic groups to identify and address any disparities. The NAACP also demands that regulatory agencies conduct regular audits of algorithms used by payors to ensure compliance with fairness standards and a strong enforcement mechanism, such as fines or sanctions, for those who fail to address algorithmic bias.

BE IT FURTHER RESOLVED, the NAACP calls for regulatory agencies to collaborate with healthcare systems, technology developers, and advocacy groups to develop and implement effective strategies for addressing algorithmic bias and, where appropriate, to establish legally enforceable responsibilities.

BE IT FURTHER RESOLVED, the NAACP calls for comprehensive efforts to improve data quality and ensure algorithms are trained on diverse and representative datasets, which can help reduce bias. The NAACP also calls for regulations to encourage collecting and using data on social determinants of health to understand and address the factors contributing to disparities in care. The NAACP advocates for identifying, recruiting, training, hiring, and developing diverse and inclusive healthcare providers to ensure high-quality, safe, and culturally responsive care for all, and training all healthcare providers on how to identify and address algorithmic bias to ensure clinical support tools are used appropriately and ethically.

BE IT FINALLY RESOLVED, the NAACP calls on state legislatures and state attorneys general to prevent racial bias in algorithms through legislation and investigations (such as the actions undertaken by the California AG to request information from hospital CEOs about their use of clinical decision-making algorithms and the District of Columbia Stop Discrimination by Algorithms Act), and on municipal governments to intervene to end the use of racially biased algorithms, using the New York City Department of Health and Mental Hygiene’s Coalition to End Racism in Clinical Algorithms (CERCA) as a model to convene health systems, academic centers, and clinicians to establish time-bound goals for eliminating race correction in clinical care.

HOUSING

1. NAACP Resolution to Address High Property Taxes in Black Communities Nationwide

WHEREAS, Systemic racism in property valuation and taxation have historically and continues to disproportionately burden Black communities through practices such as redlining, racial covenants, and discriminatory tax assessments; and

WHEREAS, Property assessments and appraisals are two different estimations of a home's value, conducted at two different times. Both over-assessment and under-valuation contribute to the improper valuation of Black-owned homes, causing Black homeowners to lose money on monthly property tax payments and at the time of sale; and

WHEREAS, When historically Black communities are redeveloped, zoning changes and other designations may disadvantage residents, leaving them without an opportunity to economically benefit from redevelopment, and may attach a financial burden resulting in the divestment of property; and

WHEREAS, Researchers at Indiana University concluded in a 2023 study that nationwide, tax assessors often over-assess Black-owned homes relative to their market value. Consequently, the local property tax applied to the over-assessed value of Black-owned homes is 10% to 13% higher than for white-owned homes.

THEREFORE, BE IT RESOLVED, the NAACP will advocate that state governments establish a tax assessment reform oversight commission that prioritizes transparency and anti-bias assessment policies.

BE IT FURTHER RESOLVED, the NAACP supports local and state legislative proposals requiring technical assistance to residents and owners of property in redeveloping historically Black census tracts, and assessments to "current market value" rather than speculative "highest and best use" valuations that inflate taxes in gentrifying areas.

BE IT FINALLY RESOLVED, the NAACP will support expanded tax relief programs, lobbying for homestead exemptions, circuit-breaker programs, and income-based property tax caps to protect low-to-moderate-income homeowners from overassessment.

LABOR

1. *Affirming the Collective Bargaining Rights of Federal Employees*

WHEREAS, In the biggest attack on the labor movement in recent history, US President Donald Trump issued an executive order illegally stripping collective bargaining rights from federal workers under the guise of “national security. In 2023, there was 1,032,000 union members in the federal sector according to the American Federation of Government Employees (AFGE). According to the Bureau of Labor Statistics, in 2024, 11.8% of Black workers were union members compared to 9.6% of white workers;” and

WHEREAS, The Office of Personnel Management (OPM) issued guidance telling agencies to end union rights and union contracts and shut down grievance procedures; and

WHEREAS, The Office of Personnel Management (OPM) also told agencies to continue President Trump’s Reduction in Force (RIF) order and to ignore RIF requirements in the union contracts that have been unilaterally cancelled; and,

WHEREAS, Labor unions representing federal government workers across the country are suing the Trump administration because of the president’s attempt to override the law through executive order and strip federal government employees of their union rights; and

WHEREAS, The NAACP is engaged in litigation challenging the allegations that Trump’s executive order is a retaliatory attempt to punish federal employee unions that have been engaging in constitutionally protected speech. Unions have repeatedly scored court victories after suing in opposition to actions taken by the Trump administration targeting federal workers; and,

WHEREAS, Additionally, the litigation alleges that the Trump administration overbroadly applied the national security exemption to eliminate collective bargaining rights for workers whose primary functions are not related to national security. Those employees work at agencies and departments like the Department of Veterans Affairs, Environmental Protection Agency, Food Safety and Inspection Service, and several others; and

WHEREAS, Federal employees have had the right to join a union and bargain collectively for decades – through multiple wars, international conflicts, and a global health emergency during President Trump’s first term.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its support of and stands in solidarity with the American Federation of Government Employees (AFGE), the American Federation of State, County, and Municipal Employees (AFSCME), National Association of Government Employees (NAGE-SEIU), National Federation of Federal Employees (NFFE-IAM), National Nurses United (NNU), and Service Employees International Union (SEIU), who collectively represent more than 950,000 federal employees, to protect Federal workers and their rights to collectively bargain and benefit from the protection of union contracts both in place and established in the future.

BE IT FURTHER RESOLVED, that the NAACP demands the protection, maintenance, data transparency public data access, and data integrity connected to the Federal workforce.

BE IT FINALLY RESOLVED, that the NAACP will continue to leverage research, litigation, mobilization, communications, community education and training, convenings, and policy advocacy to ensure the rights of all Federal workers and union members and to protect public services and their jobs.

LEGAL

1. *The Treatment of Children in Foster Care Within the United States*

WHEREAS, The NAACP seeks to reaffirm its commitment to the existing policy "Over Representation of African American Children in the Child Welfare and Foster Care Systems," which was adopted in 2003; and,

WHEREAS, According to *Inequalities in America's Foster Care System*, there exists a complex dynamic within the foster care system where children of color, particularly Black children, are disproportionately placed into foster care, and implicit biases held by social workers may influence how social workers handle cases, leading to disproportionate numbers of Black families being investigated and, as a result, becoming involved in the foster care system. For example, in 2021, Black children represented 20% of those entering care but only 14% of the total child population, while American Indian and Alaska Native kids made up 2% of those entering foster care yet only 1% of the child population; and

WHEREAS, According to *Sexual Abuse of Children in the United States Foster Care System*, a report to Congress on maltreatment found that race was a significant risk factor in sexual abuse and can also affect maltreatment in foster care. Black children experienced more maltreatment than White children in multiple categories and were also noted to have higher rates of predictors of maltreatment; and

WHEREAS, According to *What Are the Effects of Child Abuse?*, the impact of child abuse on a child's mental health can persist well in adulthood. Child abuse can result in mental health conditions such as post-traumatic stress disorder (PTSD), attention deficit hyperactivity disorder (ADHD), anxiety, depression, and other mood disorders; and

WHEREAS, According to *How Emotional Abuse in Childhood Changes the Brain*, child abuse also disrupts critical brain development, leading to a negative impact on cognitive function, emotional regulation; and

WHEREAS, It is unjust to allow innocent children to endure the traumas of both foster care and child abuse.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its commitment to advocate for strengthened oversight of state foster care systems, initiatives to reduce caseworker turnover rates, increased funding for child welfare programs, and enhanced training and resources for

prospective foster parents to ensure they are adequately prepared to care for children in their custody.

BE IT FINALLY RESOLVED, that the NAACP reaffirms its commitment to encourage to partner with local child advocacy organizations to recruit board members, staff and volunteers of color to work with families who have been accused of child maltreatment and advocate for and represent children of color in the child welfare and foster care systems.

2. NAACP Supports the Sustainability of the Universal Service Fund

WHEREAS, The National Association for the Advancement of Colored People (NAACP) recognizes the importance of the Universal Service Fund (“USF”) a federal program managed by the Federal Communications Commission (FCC) that spends approximately \$8 billion annually on telecommunications subsidies, in furtherance of the goal of universal telecommunications service, thus expanding civil, educational, and economic opportunities for all Americans, particularly those in low-income, underserved, and unserved communities; and

WHEREAS, The USF funds four vital government programs: High Cost (now known as the Connect America Fund), which provides funds to build broadband in rural areas; E-Rate, which funds communications services at schools and libraries; Rural Health Care, which provides funds to health care providers in rural communities; and Lifeline, which provides subsidies to low-income households for telephone and broadband internet services; and

WHEREAS, On July 24, 2024, the U.S. Court of Appeals for the Fifth Circuit held in *Consumers’ Research v. FCC* that the funding mechanism for the USF is unconstitutional, threatening \$8 billion annually in telecommunications subsidies aimed at bridging the digital divide; and

WHEREAS, The loss of USF’s funding mechanism would impede Congress and the FCC in their efforts to deliver universal service - accessible and affordable telephone and internet service - for all Americans and would harm low-income Americans, who benefit directly from programs such as Lifeline, including a disproportionate number of African American households, who have lower rates of broadband access.

THEREFORE, BE IT RESOLVED, that the NAACP calls upon Congress and the FCC to pass legislation to reform the administration and funding mechanism of the USF to provide a constitutionally protected and sustainable long-term financing mechanism.

3. NAACP Supports the Sustainability of the Universal Service Fund

WHEREAS, The NAACP affirms the fundamental right of all individuals to marry, form families, and pursue their lives free from discrimination, regardless of sexual orientation or gender identity; and

WHEREAS, The freedom to marry the person of one’s choice is a constitutionally protected right, as established in *Obergefell v. Hodges* (2015), and the Respect for Marriage ACT (RFMA), passed by Congress in 2022, affirmed the legal recognition of both same sex and interracial

marriages nationwide, and yet continues to face challenges from legislative and judicial actions aiming to restrict marriage equality; and

WHEREAS, LGBTQIA+ individuals and couples face systemic barriers to accessing family planning services, including fertility treatments, surrogacy, and adoption, and are frequently subjected to discriminatory practices that undermine their ability to build families; and

WHEREAS, Research from the [American Academy of Pediatrics](#) study from 2013 and reaffirmed in 2022 states that “*extensive research documents that there is no causal relationship between parents’ sexual orientation and children’s emotional, psychosocial, and behavioral development. Many studies attest to the normal development of children of same-gender couples when the child is wanted, the parents have a commitment to shared parenting, and the parents have strong social and economic supports.*” Simply stated, children raised in loving LGBTQIA+ households experience comparable emotional, psychological, and social outcomes to those raised in heterosexual households, making efforts to restrict LGBTQIA+ parental rights baseless and harmful; and

WHEREAS, Denying same-sex couples’ access to adoption, foster care, and other family-building services deprives children in need of loving homes and perpetuates discriminatory practices that harm LGBTQIA+ families; and

WHEREAS, Recent legislative and executive efforts, including components of Project 2025 and actions by the current presidential administration, have targeted the rights of LGBTQ+ individuals, couples, and families, including:

- Proposals to limit marriage equality by encouraging the passage of laws defining marriage exclusively as a union between one man and one woman.
- Policies allowing agencies receiving federal funding to discriminate against same-sex couples in adoption, foster care, and family planning services under the guise of “religious freedom”;
- Efforts to eliminate federal and state funding for fertility treatments and surrogacy services for LGBTQIA+ individuals and couples.

THEREFORE, BE IT RESOLVED, that the NAACP unequivocally supports the right to marriage equality for all individuals, regardless of sexual orientation or gender identity, and opposes any federal, state, or municipal legislation, executive action, or judicial ruling that seeks to limit or revoke this right.

BE IT FURTHER RESOLVED, that the NAACP advocates for the protection and expansion of access to fertility treatments, surrogacy services, and other family planning options for LGBTQIA+ individuals and couples, ensuring equitable access to these resources.

BE IT FURTHER RESOLVED, that the NAACP opposes all forms of discrimination against LGBTQ+ individuals and couples seeking to adopt or foster children and calls for federal, state, and local policies ensuring equal access to these services for all families.

BE IT FURTHER RESOLVED, that the NAACP calls on federal and state agencies to prohibit the use of religious or other exemptions to justify discrimination against LGBTQIA+ families, particularly in services funded by taxpayer dollars.

BE IT FINALLY RESOLVED, that the NAACP urges Congress and state legislatures to enact comprehensive non-discrimination protections for LGBTQIA+ individuals in marriage, family planning, and related areas to ensure equitable treatment under the law.

LEGISLATIVE/POLITICAL ACTION

1. *The NAACP Calls for the Elimination of Race-based Clinical Equations in the Development and Use of Algorithms*

WHEREAS, clinical equations have been used to support clinical decision-making in patient care and are often based on the predictive power of large datasets based on outmoded and disproven concepts of race; and

WHEREAS, the use of race as a determinant in treatment decisions has been disputed given that racial classification has been misused in biology, and exists as a social and political construct; and

WHEREAS, treatment for conditions such as kidney disease, hypertension, and cancer can be mis-treated when race and ethnicity are used diagnostically; and

WHEREAS, in one example, the National Kidney Foundation and the American Society of Nephrology have recommended alternatives to race-based kidney function equations since 2021, but multiple barriers remain to wider implementation; and

WHEREAS, critical examples of race-based clinical algorithms have caused disparate impact on Black populations and other historically excluded groups.

THEREFORE, BE IT RESOLVED, the NAACP strongly opposes using race-based clinical equations and clinical decision tools where there are evidence of unequal health outcomes and the worsening of health inequities; and

BE IT FURTHER RESOLVED, that the NAACP affirms that a social, political, or biological definition of race in medicine is harmful and inaccurate; and

BE IT FURTHER RESOLVED, *that the NAACP demands that Section 1557 of the Affordable Care Act be enforced that prohibits covered entities from discriminating on the grounds of race, color, national origin, sex, age, or disability in the administration of health programs and activities, and that Section 1557 be enforced to require transparency and public reporting from algorithm developers to mitigate the risk of bias; and*

BE IT FURTHER RESOLVED, that the NAACP calls for comprehensive efforts to improve data quality and collaboration from governments and the private sector to ensure algorithms are trained on comprehensive and representational datasets, and

BE IT FINALLY RESOLVED, that the NAACP calls on the federal government, state legislatures and state attorneys general to prevent racial bias in algorithms through legislation and investigations.

2. *Strengthening Federal and State Responses to Rising Hate Crimes and White Supremacist Violence*

WHEREAS, The Southern Poverty Law Center (SPLC) has identified a steady rise in active white supremacist groups, with over 1,200 documented hate groups operating in the United States in 2024; and

WHEREAS, Mass shootings and violent attacks linked to white supremacist ideology have increased, including the 2022 Buffalo supermarket shooting and the 2023 Jacksonville Dollar General attack, both of which specifically targeted Black communities; and

WHEREAS, Domestic terrorism investigations related to racially motivated extremism have doubled since 2020, with federal agencies citing white supremacist violence as the greatest domestic terrorism threat; and

WHEREAS, States vary significantly in how they define and prosecute hate crimes, leading to inconsistent enforcement and inadequate protections for marginalized communities.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People urges federal and state governments to strengthen hate crime laws by standardizing definitions, increasing penalties, and ensuring robust enforcement against acts of racial and religious violence.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People calls for greater federal oversight of white supremacist organizations, including stronger measures to combat online radicalization and recruitment efforts.

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People supports the full funding and expansion of hate crime reporting programs, ensuring law enforcement agencies accurately track and address racially motivated violence.

BE IT FINALLY RESOLVED, that the National Association for the Advancement of Colored People will work with lawmakers, civil rights organizations, and community leaders to advocate for legislation and policies that dismantle white supremacist networks and protect Black communities from targeted violence.

3. *Declare a State of Emergency for Black Farmers*

WHEREAS, According to a CNN report and Dr. John Boyd President of the Black Farmers Association, at the turn of the 20th century there were 1 million Black farmers, tilling 20 million acres of land; and

WHEREAS, Today there are roughly only 50,000 Black farmers, tilling only 3 million acres of land, which is only 1% of the nation's farmers; and

WHEREAS, Attorney Benjamin Crump filed a \$5 billion lawsuit on behalf of Black farmers to obtain debt relief and the return of their land from the USDA; and

WHEREAS, Black farmer loan applications are being denied at a 43% rate, as opposed to 7% for their white counterparts; and federal grants have been cut or frozen with \$30 billion and operating loans having not been dispersed; and

WHEREAS, The government created a Marketing Facility Program in which farmers must apply to the USDA for financial relief, creating more delays; and

WHEREAS, Today the United States government is actively recruiting white farmers from South Africa, under a Homestead Act, while denying the same lands, funding equipment, and inventory to Black farmers, threatening the generational wealth and very existence of their businesses.

THEREFORE, BE IT RESOLVED, the National Association for the Advancement of Colored People demand the President of the United States to issue an Executive Order declaring a state of emergency for Black farmers and reaffirms its previous resolutions in support of Black farmers.

BE IT FINALLY RESOLVED, the National Association for the Advancement of Colored People demand the United States Congress to conduct oversight hearings and pass legislation to prevent the transfer of wealth caused by the recruitment of white South African farmers to the United States and the denial of any benefits.

4. *Resolution for the NAACP to Support the Equal Rights Amendment*

WHEREAS, The NAACP has historically been at the forefront of the fight for civil rights, social justice, and equality for all people; and

WHEREAS, The Equal Rights Amendment (ERA) seeks to guarantee equal legal rights for all Americans, regardless of sex, by enshrining gender equality in the United States Constitution; and

WHEREAS, Systemic discrimination and gender-based disparities continue to affect wages, employment opportunities, healthcare access, and legal protections, disproportionately impacting women of color; and

WHEREAS, The ratification of the ERA would provide stronger legal recourse for individuals facing gender-based discrimination and reinforce protections against laws and policies that perpetuate inequality; and

WHEREAS, The NAACP has long advocated equal rights and protections under the law, aligning with the core principles of the ERA; and

WHEREAS, Ensuring constitutional gender equality advances the broader struggle for racial, economic, and social justice, benefiting marginalized communities nationwide.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms the 2023 and 2024 Resolutions confirming its commitment to gender equality and fully supports the ratification and implementation of the Equal Rights Amendment.

BE IT FURTHER RESOLVED, that the NAACP actively advocates for the ERA through legislative engagement, public education, and coalition-building with organizations dedicated to gender justice.

BE IT FINALLY RESOLVED, that the NAACP urge Congress and relevant governing bodies to recognize the ERA as the 28th Amendment to the U.S. Constitution and take all necessary steps to ensure its full enforcement and implementation.

5. *Missing, Exploited and Trafficking of Black Women and Women of Color Must End*

WHEREAS, According to the National Crime Information Center as of 2022 36% of missing women and girls are black. The murder rate for Black women is six more likely than white women; and

WHEREAS, The disparity in media coverage is disproportionately seen among coverage of young white and minority victims because minority cases are treated as runaways and as a result, do not receive the amber alert; and

WHEREAS, Black victims are automatically associated with criminal involvement—gangs and drugs. Desensitization becomes the predominant factor based on the theory that improvised conditions are a regular part of life; and

WHEREAS, Diversity in the Newsroom matters. #DiversityMatters. We call for balancing the scales and showing less of one group and more of everyone. We advocate: See the value in Black & Brown lives; and

WHEREAS, One very small, but important gesture to signal and alert citizens that a woman is in distress is to tuck the thumb inside of your hand, close and lift all fingers multiple times - opening and closing in this position may save a life.

THEREFORE, BE IT RESOLVED, that the NAACP encourages all local units to urge law enforcement agencies to enforce the Ashanti Alert Act of 2018 Communications Alert network, related to missing Adults (19-64 years old).

THEREFORE, BE IT FINALLY RESOLVED, that the NAACP reaffirms passed Resolutions and condemns exploitation and trafficking of Black Women and Women of Color and urges the media and law enforcement to amplify this issue with the time and attention needed to recover and restore justice for Black women and women of color who are victims of missing, exploitation and trafficking.

6. *The Need for State Governments to Ensure Appropriate Minority Representation in the Selection of Contractors for the Broadband Equity, Access, and Deployment Program, and in Training Programs for Technicians Needed for the Deployment*

WHEREAS, The National Association for the Advancement of Colored People (NAACP) believes in equitable access for Blacks and people of color to government contracting and training programs; and

WHEREAS, BEAD is a federal grant program authorized by the Infrastructure Investment and Jobs Act of 2021 to fund the deployment of high-speed internet access to all Americans nationwide. BEAD focuses on providing access to underserved and unserved communities; and

WHEREAS, BEAD is executed by the states, Washington, D.C. and five U.S. territories ("Eligible Entities"), subject to the approval of their plans by the federal government; and

WHEREAS, Historically, minority-owned companies have lacked appropriate representation in state and federal government contracting programs compared to majority-owned companies. Racial bias plays a role in this disparity; and

WHEREAS, Minority-owned companies face structural and financial challenges that make it harder for them to win government contracts. Minority-owned companies often have less financial support due to discriminatory lending, lower business capacity, and limited access to and awareness of opportunities. Other challenges include the difficulty of submitting bids and obtaining proper certifications and licenses; and

WHEREAS, Courts have limited governments' ability to enforce affirmative action programs benefiting minority-owned companies in government contracting based on race. In *City of Richmond v. J.A. Croson Co.*, the U.S. Supreme Court declared unconstitutional a city requirement that contractors must have had at least thirty percent of their subcontracts with minority businesses. The City of Richmond's plan was created to remedy past discrimination, but the Court said there was no evidence of past discrimination. Unfortunately, there is a lack of reporting for past racial discrimination, which makes it difficult to provide evidence in court; and

WHEREAS, Although the Small Business Administration created the 8(a)-business development program to assist historically disadvantaged entrepreneurs in federal procurement, the Trump

administration has criminalized and eliminated the use of federal diversity, equity, and inclusion (“DEI”) programs; and

WHEREAS, It is imperative to promote inclusivity in training programs for technicians and others needed for BEAD deployment to benefit minority communities that have withstood a long history of discrimination. Inclusive policies ensure equity and opportunity in a nation that has capitalized off Black and Brown labor but chronically fails to address the disparities and disadvantages minority groups still face today. Equity does not give anyone an upper hand; rather it places everyone at a starting block proportionate to their status in society; and

WHEREAS, There are both economic and social benefits to inclusiveness in BEAD. It is intended to serve unserved and underserved communities, thus part of the rationale for providing training and contracting opportunities for individuals and companies from those communities. Inclusivity fosters innovation, opportunity, increased economic potential, and community development.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its commitment to equity in access to contracting opportunities in broadband programs for minority-owned companies who are underrepresented in government contract procurement.

BE IT FURTHER RESOLVED, that the NAACP calls upon government agencies and companies providing broadband for the development and oversight of training programs that include more participation and active recruitment of minorities in roles related to providing broadband deployment.

BE IT FURTHER RESOLVED, that the NAACP encourages the FCC to collect data and acknowledge the disparities resulting from the lack of diverse representation in contracting and training to promote access, equity, and inclusion.

BE IT FINALLY RESOLVED, that the NAACP affirms the need for the governments to ensure Black and other people of color representation in the selection of contractors for BEAD and in BEAD related training programs, and calls upon them to ensure fair and equitable access to training programs and contractor selection for minorities and minority-owned companies despite the Trump administration’s efforts to eliminate DEI programs in the federal government and private sector.

7. The Implications of Potential Section 230 of the Communications Decency Act Reform on Communities of Color

WHEREAS, The National Association for the Advancement of Colored People (NAACP) recognizes that the benefits internet platforms provide for advancing the interests of communities of color must be balanced with protections against online content that is harmful to them; and

WHEREAS, Section 230 of the Communications Decency Act protects online platforms like Facebook, YouTube, and Instagram from being held legally responsible for content posted by their users, such as comments, videos, or reviews; and

WHEREAS, Section 230 of the Communications Decency Act also allows these platforms to moderate or remove content without facing liability for their decisions; and

WHEREAS, This law embodies the principle that we should all be responsible for our own actions and statements online, but generally not those of others; and

WHEREAS, Congress enacted Section 230 of the Communications Decency Act to support the growth of internet businesses while encouraging responsible content moderation; and

WHEREAS, Section 230 of the Communications Decency Act has enabled communities of color to utilize digital spaces for activism, entrepreneurship, and creative expression without undue platform liability; and

WHEREAS, Unfortunately Section 230 has also enabled the proliferation of harmful content, including anti-Black harassment and white supremacist rhetoric, as well as illegal discrimination in housing, employment, and credit, disproportionately impacting communities of color. Additionally, improper or biased content moderation has also led to the disproportionate removal or downranking of people of color's voices and content, and reinforced systemic inequalities in digital spaces; and

WHEREAS, The number of people who rely on the internet for work, education, commerce, and communication, especially after the COVID-19 pandemic, has increasingly driven more activity online, including unsupervised children and criminal activity; and

WHEREAS, The U.S. Department of Justice identified the need to address illicit content online by "carving out" specific exemptions from Section 230 of the Communications Decency Act protection for child abuse, terrorism, and cyber-stalking, as well as actual knowledge of court judgments; and

WHEREAS, Some believe that platforms inadequately remove disinformation and hate speech, and tighter content moderation is necessary. Those opposed to that position argue for more lenient content moderation because they believe platforms are politically biased in labeling what content is misinformation or hate speech; and

WHEREAS, There are ideas for greater online protection for communities of color. For instance, civil rights carve-outs could help address discriminatory practices in housing, employment, and credit, but must ensure that platforms remain accountable for systemic biases without suppressing legitimate multicultural voices; and

WHEREAS, Algorithmic recommendation carve-outs could reduce the amplification of hate speech and disinformation, but may also inadvertently limit the visibility of social activism and culture; and

WHEREAS, Notice-and-takedown proposals could create mechanisms for the swift removal of harmful content, but such mechanisms could also be misused to disproportionately censor content and political speech by communities of color; and

WHEREAS, Fully repealing Section 230 without replacing it with a new framework that preserves some platform immunity for third-party content and moderation is not the solution. And leaving Section 230 of the Communications Decency Act unchanged is also unacceptable, as it allows platforms to continue enabling illegal harassment, white supremacist violence, discrimination, election interference, and biased content moderation; and

WHEREAS, Unfortunately, any reform intended to benefit communities of color could lead to unintended consequences and risks that harm these same communities.

THEREFORE, BE IT RESOLVED, that the NAACP urges Congress to adopt a balanced approach to Section 230 reform that preserves platform immunity for activism, entrepreneurship, and creative expression while ensuring accountability for platforms that facilitate racial discrimination, hate speech, and election interference; and

BE IT FURTHER RESOLVED, that any reform efforts must include safeguards to prevent platforms from disproportionately silencing voices of people of color under the guise of content moderation; and

BE IT FURTHER RESOLVED, that the NAACP calls upon lawmakers and policymakers to engage with civil rights organizations, activists, and entrepreneurs to ensure that reforms to Section 230 of the Communications Decency Act address the unique needs and concerns of communities of color; and

BE IT FURTHER RESOLVED, that the NAACP urges all Section 230 of the Communications Decency Act reform efforts to be preceded by careful and rigorous study, empirical analysis, and structured dialogue to ensure that changes benefit and protect communities of color; and

BE IT FINALLY RESOLVED, that the NAACP will advocate for legislative and regulatory measures that promote racial equity in digital governance, ensuring that online platforms uphold civil rights protection while fostering a fair and inclusive digital environment for communities of color.

8. *NAACP Supports Renewed Funding of the Affordable Connectivity Program*

WHEREAS, The National Association for the Advancement of Colored People (NAACP) recognizes the social, economic, and educational necessity of broadband connectivity, which has transformed how people attain and perform their jobs, receive an education, access healthcare, and communicate with one another; and

WHEREAS, People of color are less likely to have broadband access at home and are disproportionately harmed by the digital divide, which deepens socioeconomic disparities in their communities; and

WHEREAS, The NAACP recognizes the importance of bridging the digital divide in the United States, and seeks to ensure that cost is not a barrier to the adoption and usage of broadband internet; and

WHEREAS, The Affordable Connectivity Program (ACP), a federal program that subsidized internet service for 23 million low-income households, ran out of congressionally allocated funding and ended in June 2024; and

WHEREAS, the ACP provided eligible households with \$30 per month toward broadband service, and up to \$75 for those living on qualifying tribal lands; and

WHEREAS, The ACP was available to households that earned less than 200% of the federal poverty line (around \$55,000 for a family of four or \$27,000 for an individual), and households also qualified if a member of the household participated in certain assistance programs, such as SNAP, Medicare, or Lifeline; and

WHEREAS, The ACP made a meaningful difference in the lives millions of Americans, with a Federal Communications Commission (“FCC”) survey finding that 72% of ACP subscribers used their internet service to schedule or attend health appointments, 48% used it to apply for jobs or complete work, and 75% of subscribers 18-24 years old used their internet service to complete schoolwork; and

WHEREAS, The same FCC survey found that 15% of ACP enrollees would lose their internet service entirely if the ACP were to end, potentially leaving about 3.5 million households without internet service; and

WHEREAS, The ACP provided significant economic benefits beyond making internet connectivity more affordable, including saving enrolled households \$300 per year in medical costs, and generating \$2,200 per year in increased employment opportunities; and

WHEREAS, The ACP was also critical for the success of the Broadband Equity, Access, and Deployment program, which will fund the building of broadband infrastructure in areas lacking access, including rural communities; and

WHEREAS, Minority communities are disproportionately affected by the loss of the ACP, with African American and Latino households representing nearly half of all ACP participants.

WHEREAS, The NAACP strongly supports the reinstatement of the ACP, to help bridge the digital divide and ensure that millions of Americans, especially people of color, regain critical access to the internet.

THEREFORE, BE IT RESOLVED, that the NAACP calls upon the United States Congress to pass legislation to renew the Affordable Connectivity Program and to continue to fund the ACP in perpetuity.

BE IT FURTHER RESOLVED, that the NAACP opposes legislation to fund the ACP with the provisions that would impose stricter qualification requirements and reduce the number of households eligible for the program.

BE IT FINALLY RESOLVED, that the NAACP also calls upon state governments, local governments, and private internet service providers to invest in programs and infrastructure that help make broadband internet service more affordable for low-income households.

9. *NAACP Urges Student Loan Forgiveness for Long Term Borrowers*

WHEREAS, Student loan debt in the United States has reached a crisis level, with outstanding federal student loan debt exceeding \$1.75 trillion, affecting more than 45 million Americans, and this burden falls disproportionately on Black borrowers who face greater challenges in repayment due to systemic economic inequities; and

WHEREAS, Black students are more likely to borrow larger amounts, and experience financial strain related to student loan debt than their white peers, with Black bachelor's degree graduates having nearly \$25,000 more in student loan debt than their white peers four years after graduation according to data from the National Center for Education Statistics; and

WHEREAS, Due to well-documented employment discrimination, wage gaps, and systemic barriers to wealth accumulation, Black borrowers face significantly longer repayment timelines, with studies showing that 20 years after starting college, the median Black borrower still owes 95% of their original loan balance, while the median white borrower has paid down 94% of their original balance; and

WHEREAS, The racial wealth gap significantly impacts repayment capacity, with the typical white family having eight times the wealth of the typical Black family according to the Federal Reserve, meaning Black borrowers have fewer family resources to draw upon for educational expenses or loan repayment assistance; and

WHEREAS, Long-term borrowers who have been out of school for 10, 15, 20 or more years often face compounding interest, wage garnishment, and diminished credit scores that further entrench economic disadvantage despite having faithfully made payments for decades; and

WHEREAS, Many long-term borrowers have paid amounts equal to or exceeding their original principal yet remain encumbered by debt due to income-driven repayment plans with inadequate terms, administrative errors, predatory servicing practices, and periods of economic hardship; and

WHEREAS, The continued burden of student loan debt decades after graduation prevents Black Americans from achieving economic milestones such as homeownership, retirement savings, business formation, and wealth accumulation, thereby perpetuating the racial wealth gap across generations; and

WHEREAS, For-profit colleges have targeted recruitment efforts at Black communities while providing questionable educational value, leading to disproportionate enrollment of Black students in these institutions, which are associated with higher debt levels and lower completion rates; and

WHEREAS, Borrowers who attended HBCUs face unique challenges, with limited institutional endowments meaning these vital institutions cannot provide the same level of financial aid as predominantly white institutions with large endowments, resulting in higher borrowing rates among HBCU students despite the critical role these institutions play in providing educational opportunities; and

WHEREAS, Previous student loan relief efforts have not adequately addressed the unique challenges faced by long-term borrowers, particularly Black borrowers who have been repaying loans for extended periods while interest accumulation has outpaced their ability to reduce principal; and

WHEREAS, The NAACP recognizes student loan debt relief for long-term borrowers as a critical racial justice issue and recommits to advocating for policies that address the disproportionate impact of this debt on Black communities (and pursuant to earlier resolutions on equity in student borrowing, closing the racial wealth gap, home ownership, and college affordability from 2019, 2022, and 2023) through legislative advocacy, litigation, public education, and coalition-building focused on economic justice, higher education reform, racial equity, and other long-term objectives that live at the heart of the NAACP's mission.

THEREFORE, BE IT RESOLVED, that the NAACP calls for comprehensive student loan relief specifically targeting borrowers who have been out of school for 10 years or more and have made payments for at least 10 years, with complete loan forgiveness for those who have been in repayment for 20 years or more.

BE IT FURTHER RESOLVED, that the NAACP demands the removal of profit incentive from the federal student loan system.

BE IT FURTHER RESOLVED, that the NAACP advocates for an immediate end to interest capitalization and the retroactive application of interest rate caps for long-term borrowers, with mechanisms to credit borrowers for excessive interest payments made over the life of their loans.

BE IT FURTHER RESOLVED, that the NAACP must actively oppose any and all efforts by the current administration and Congress to privatize government student loan programs, limit or curtail borrowers' rights and the quality of their educational choices, better pathways to

equitable and affordable education, and urges the federal government to create a simplified, automatic loan forgiveness process for borrowers who attended predatory institutions, particularly for-profit colleges that targeted Black communities with deceptive practices and poor educational outcomes, regardless of how long they have been out of school.

BE IT FURTHER RESOLVED, that the NAACP supports enhanced funding for HBCUs to reduce the debt burden on current and future students, alongside retroactive debt relief for HBCU graduates who have been out of school for extended periods and continue to struggle with student loan repayment.

BE IT FURTHER RESOLVED, that the NAACP calls for comprehensive data collection and research on the long-term effects of student loan debt on Black communities, with particular attention to how this debt affects homeownership rates, retirement security, health outcomes, and intergenerational wealth transfer.

BE IT FINALLY RESOLVED, that the NAACP supports the transition to a debt free education model.

10. *Addressing the Disproportionate Impacts of President Trump's 2025 Executive Orders on Communities of Color*

WHEREAS, President Donald Trump's 2025 executive orders dismantled the use of disparate-impact liability protections, thereby weakening the ability of communities of color to challenge policies that, while facially neutral, disproportionately harm them; and

WHEREAS, The rollback of Diversity, Equity, and Inclusion (DEI) programs across federal agencies has jeopardized minority representation in the federal workforce and eliminated crucial support for minority-owned businesses and community organizations; and

WHEREAS, The federal freezing of public housing funds and heightened scrutiny over Section 8 housing vouchers threaten housing stability for low-income families, particularly those within the New York City Housing Authority (NYCHA) and similar entities nationwide, risking increased homelessness and accelerating gentrification; and

WHEREAS, President Trump's executive orders targeting K-12 education seek to restrict curricula addressing racial history and social justice, undermining educational opportunities and cultural understanding critical to minority student success; and

WHEREAS, The elimination of Environmental Protection Agency (EPA) programs focused on environmental justice disproportionately exposes communities of color to environmental hazards, exacerbating health disparities and advancing environmental racism; and

WHEREAS, These actions collectively reverse decades of progress made through civil rights advocacy and threaten to deepen systemic inequalities in the United States.

THEREFORE, BE IT RESOLVED, that the NAACP urges Congress and the federal government to reinstate and strengthen disparate-impact protections across all sectors, including housing, employment, and education.

BE IT FURTHER RESOLVED, that the NAACP demands the immediate restoration and expansion of Diversity, Equity, and Inclusion (DEI) programs within federal agencies, federal contracting, and federal grant-making processes.

BE IT FURTHER RESOLVED, that the NAACP calls for the full reinstatement of public housing funding, protections for Section 8 housing voucher recipients, and the advancement of federal support for anti-displacement initiatives to safeguard urban communities of color.

BE IT FURTHER RESOLVED, that the NAACP advocates for the preservation and implementation of inclusive, historically accurate K-12 educational curricula that address systemic racism and social justice, and opposes censorship efforts aimed at erasing these vital narratives.

BE IT FINALLY RESOLVED, that the NAACP demands the reinstatement and strengthening of environmental justice initiatives within the EPA and other federal agencies to ensure that vulnerable communities are protected from environmental hazards and are afforded equitable access to clean, safe environments.

11. *Preserve our History*

WHEREAS, Recent executive orders aimed at eliminating Diversity, Equity, and Inclusion (DEI) spending and revoking federal diversity guidelines. These orders have resulted in the closure of federal DEI offices, the rescinding of previous executive orders promoting racial equity, and the termination of DEI-related contracts and grants; and

WHEREAS, The executive orders have led to the removal of DEI policies across federal agencies, and impacting website content by removing historical figures of color such as Jackie Robinson, the Tuskegee Airmen, and the Navajo Code Talkers; and

WHEREAS, This action, reportedly part of a Department of Defense-wide purge of DEI policies, has led to the erasure of pages honoring contributions people of color, women and LGBTQIA+; and

WHEREAS, The Department of Defense has removed content honoring Black, Hispanic, and women war veterans from its websites as part of a broader effort to eliminate DEI-related materials. The Pentagon has defended these actions, stating that diversity should not be considered a primary strength of the military; and

WHEREAS, One notable example is the removal of a webpage dedicated to Army Maj. Gen. Charles Calvin Rogers, a Black Medal of Honor recipient, Navy Adm. Lisa Franchetti, and Gen. CQ Brown Jr. Additionally, the removal of historical content has raised concern among veterans, who argue that these actions contribute to historical erasure and undermine the recognition of marginalized communities; and

WHEREAS, There are currently 95,000 sites listed on the National Register of Historic Places, and out of these places, 2% focus on the experiences of Black Americans. Losing any of these sites not only affects the Black community but also impacts future generations who wish to learn more about their ancestors and history; and

WHEREAS, Highlighting Black accomplishments and contributions to American history is essential for ensuring a more complete and accurate understanding of the nation's past. It also acknowledges the history of systemic oppression that was used to diminish Black voices and Black participation in society. Efforts to elevate these stories often face challenges, especially in the wake of policies that restrict diverse initiatives; and

WHEREAS, Historical erases have occurred in various contexts throughout history, often to control narratives, suppress marginalized voices, or reshape public memory. Stripping future generations of the knowledge to understand how racism has shaped America; and

WHEREAS, the National Association for the Advancement of Colored People (NAACP) stands opposed to the elimination and erasure of the history all people of color on all government websites, and historic records.

THEREFORE BE IT RESOLVED, that the NAACP will continue to fight to protect and preserve the history of all people of color, woman and the LGBTQIA+ community by safeguarding both tangible sites and intangible cultural heritage, such as oral traditions and stories. This includes preserving historical sites, like Black churches, schools, settlements and museums, as well as documenting and celebrating African American cultural achievements, voices, and experiences.

12. *Property Tax Exemptions for Senior Citizens Over 65 Years Old*

WHEREAS, Senior citizens aged 65 and older often live on fixed incomes and face financial challenges due to rising costs of living, including property taxes; and

WHEREAS, Many seniors have contributed to their communities through years of work, civic engagement, and tax payments, and should be afforded relief to ensure they can remain in their homes; and

WHEREAS, Property tax exemptions for seniors would reduce financial burdens, promote housing stability, and improve the overall well-being of aging residents; and

WHEREAS, Several states and municipalities have already implemented similar tax exemption programs, demonstrating the effectiveness of such policies in assisting seniors while maintaining balanced municipal revenue streams; and

WHEREAS, Providing property tax exemptions to seniors can help prevent displacement, reduce reliance on social services, and support aging in place, ultimately benefiting communities as a whole.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People (NAACP) urges the enactment of legislation to provide property tax exemptions or reductions for senior citizens aged 65 and older.

BE IT FURTHER RESOLVED, that city/county/state agencies work to educate eligible seniors on applying for and accessing these exemptions to ensure maximum participation.

BE IT FINALLY RESOLVED, that a copy of this resolution be transmitted to the appropriate legislative bodies, urging swift consideration and action on this matter.

13. *Preserving and Protecting Social Security*

WHEREAS, Social Security is a critical program providing economic stability and dignity to millions of Americans who for more than 80 years have paid taxes believing their Federal Government would honor its commitment to repay what is owed upon retirement, disability and to those surviving spouses and children of individuals who earned benefits; and

WHEREAS, Social Security is a vital pillar of retirement security and a right owed to more than 73 million people who earned these benefits and paid into the Social Security system over a lifetime of hard work and dedication to America; and

WHEREAS, 40 percent of older Americans rely on Social Security for more than 50 percent of their income, and 14 percent rely on Social Security for 90 percent of their income; and

WHEREAS, More than one in three working households age 21 to 64 has no individual savings set aside for retirement and 44 percent of Americans ages 55-64 have no retirement savings accounts and will rely on Social Security; and

WHEREAS, Social Security is essential to the economic stability of our Nation and is unparalleled in its ability to reduce poverty by providing a steady stream of income to retirees, their spouses and children, and the disabled who spend benefits on the necessities of life, contributing an estimated \$1.4 trillion a year to the American economy; and

WHEREAS, Access to the Social Security Administration (SSA) is essential to all Americans who apply and who receive retirement benefits, disability benefits and Medicare benefits, using online portals, in-person meetings at local social security field offices and through the SSA call center; and

WHEREAS, In 2024 the SSA had 57,000 employees responsible for administering \$1.5 Trillion annually in benefits due and owing to Americans; and

WHEREAS, This Administration has targeted momentous cuts to the SSA and threatens severe cuts to Social Security benefits as well. To date, 5,081 staff have been forced to leave their jobs in response to involuntary layoffs and 7,000 more SSA employees face losing their jobs, 47 SSA field offices slated for closure, with 26 offices to close this year as office leases come up for renewal, according to the Government Services Administration (GSA); and

WHEREAS, This Administration's actions will result in a disruption in SSA services and result in intolerable delay for disability determinations and other Social Security benefits, lack of access to field offices for millions of Americans, significant risk to the security and efficiency of online services and long wait times of days, weeks or months for telephone access; and

WHEREAS, A 2024 Inspector General's report found that less than 1 percent of Social Security payments were improper, and two-thirds of that amount has been recovered, directly contradicting unfounded claims by the new Department of Government Efficiency (DOGE) that there is waste, fraud and abuse at the SSA and having no basis in reality; and

WHEREAS, The number of people applying to receive their social security benefits is steadily increasing as more "Baby Boomers" seek retirement. With increasing demand and staffing cuts, SSA will be unable to provide services that ultimately lead to an interruption or unfounded denial of benefits to those who have earned them.

THEREFORE, BE IT RESOLVED that this Resolution builds upon previous resolutions including the 2005 Resolution titled, "NAACP's Position on Proposed Changes to Social Security".

BE IT FURTHER RESOLVED, that the National Association for the Advancement of Colored People (NAACP) will speak out in every forum available to it against these unfounded claims against the SSA, including cuts that make it impossible to serve the public well.

BE IT FURTHER RESOLVED, that the NAACP stands firm against all efforts to privatize Social Security and against any attempts to raid the Social Security Trust Fund.

BE IT FURTHER RESOLVED, that the NAACP will advocate to Members of Congress against all efforts that render the SSA less effective, any efforts to cut benefits, including any effort that does not support expanding the Social Security Trust Fund.

BE IT FINALLY RESOLVED, that the NAACP will stand in opposition to any effort to undercut the SSA and protect the legal rights of Americans to their Social Security benefits in the courts of law.

14. Establishing a National Slavery Remembrance Day and Posthumously Awarding a Congressional Gold Medal to Enslaved Americans

WHEREAS, The transatlantic slave trade and the institution of slavery were foundational to the economic, cultural, and political development of the United States, and have inflicted generational harm on Black communities across centuries; and

WHEREAS, August 20, 1619, marks the arrival of the first recorded enslaved Africans in English-speaking North America, and stands as a solemn historical milestone representing the beginning of centuries of dehumanization, violence, and exploitation; and

WHEREAS, There remains no federally recognized day of remembrance specifically dedicated to honoring those who endured the horrors of slavery, nor a national effort to publicly commemorate their humanity, resilience, and contribution to the formation of the nation; and

WHEREAS, Enslaved people laid the literal and economic foundations of the country, from infrastructure to agriculture to domestic labor, and their unrecognized labor and suffering produced generational wealth for others while leaving a legacy of systemic inequality.

THEREFORE, BE IT RESOLVED, that the NAACP supports the establishment of August 20 as a federally recognized Slavery Remembrance Day to serve as a day of reflection, education, and national acknowledgment of the enduring impact of slavery in American life.

BE IT FURTHER RESOLVED, that the NAACP supports the posthumous awarding of a Congressional Gold Medal to all formerly enslaved African people in America to be housed and displayed at the National Museum of African American History and Culture in Washington, D.C. in recognition of their forced sacrifices and foundational role in building the United States; and

BE IT FURTHER RESOLVED, that the NAACP affirms all prior resolutions for reparations for slavery and will advocate for federal legislation that formally acknowledges the history of slavery in this country.

BE IT FINALLY RESOLVED, that the NAACP will work to ensure the public remembrance of those who endured slavery, so that future generations may better understand and confront the ongoing legacy of racial injustice.

15. *Stop the Rise of Oligarchy and the Threat of Fascism in the United States*

WHEREAS, The concentration of political and economic power among billionaires, multinational corporations, and authoritarian leaders has reached a historic and dangerous peak, resulting in disproportionate control over democratic processes, public discourse, and national policy; and

WHEREAS, The current administration has accelerated this alignment between oligarchic wealth and governmental authority since its inauguration, enabling the rapid erosion of democratic norms through deregulation, consolidation of media control, and direct collaboration with billionaire interests; and

WHEREAS, Figures such as Elon Musk, whose acquisition of communication platforms and documented coordination with political figures exemplify the unethical fusion of corporate power and state influence, have weaponized wealth and technology to suppress dissent, manipulate public opinion, and undermine transparency and accountability in both government and industry; and

WHEREAS, The normalization of authoritarian tactics—including censorship of opposition voices, weaponization of federal agencies, attacks on independent institutions, and the deployment of state power to favor elite economic interests—mirrors historical patterns of fascist consolidation and threatens the foundational values of democracy, equality, and civil liberty; and

WHEREAS, Black communities and other historically oppressed groups are especially vulnerable under such conditions, as oligarchic governance historically leads to the suppression of civil rights, dismantling of safety net programs, and rollback of protections critical to racial, economic, and social justice;

WHEREAS, The NAACP opposes the increasing concentration of political power in the hands of a wealthy elite and rejects the growing influence of authoritarian governance practices in the United States.

THEREFORE, BE IT RESOLVED, that the NAACP calls upon American Citizens to elect representatives who will enact structural reforms to reduce oligarchic influence over public policy, including the strengthening of antitrust enforcement, campaign finance reform, protections for independent media, and public oversight of social media and communications infrastructure.

BE IT FINALLY RESOLVED, that the NAACP will educate its members and the broader public on the dangers of unchecked corporate-state alignment, and will work in coalition with civic, labor, and human rights organizations to defend democracy, resist fascist tactics, and restore power to the people.

16. NAACP Reaffirms Support for Statehood and the Democratic Right to Self-Determination for the People of the District of Columbia

WHEREAS, the NAACP has a long-standing policy in support of Home Rule, legislative and budget autonomy in local affairs, and congressional representation which come with full statehood and democratic voting rights for the people of the District of Columbia (see resolutions from 1978, 2002, 2004, 2005, 2006, 2007, 2011, and 2016); and

WHEREAS, Washington, D.C. is home to over 700,000 residents, a population larger than that of several U.S. states, yet is still denied full congressional representation and the basic right to self-determination in legislating its own affairs; and

WHEREAS, the U.S. Constitution grants Congress power to approve or veto laws passed by the locally-elected officials of Washington, D.C.—yet, since passage of the Home Rule Act in 1973, the District has had limited democratic authority to administer its own affairs via its Mayor and City Council. Such power has increasingly been used to overturn the decisions of D.C.'s duly elected government, silence the voices of its residents, weaken Home Rule, and undermine its foundational right to democratic autonomy and self-determination; and

WHEREAS, recent actions by Congress and the President—including congressional overrides of duly enacted local laws, budgetary restrictions and riders, executive orders establishing new forms of federal overreach and interference in local affairs, and other means—have directly interfered with D.C.'s ability to enact policies that reflect the will of its residents; especially on urgent issues such as racial equity, economic empowerment, criminal justice reform, voting rights, housing and reproductive healthcare, and more; and

WHEREAS, this overreach disproportionately impacts Black and Brown communities in all 8 Wards of Washington, D.C., who have long faced systemic disenfranchisement and are most vulnerable to the policies and overreach imposed by federal authorities; and

WHEREAS, the denial of full democratic rights to the residents of Washington, D.C. is at its core, a civil rights and racial justice issue, as the majority of the population consists of historically marginalized communities; and

WHEREAS, the NAACP has historically supported full self-governance and democratic autonomy for Washington, D.C., including through statehood as the only means to ensure full and equal representation in Congress;

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its previous resolutions of 1997 (home rule), 2006 (home rule), and support for statehood for Washington, D.C., its residents' fundamental right to democratic autonomy and self-governance free from congressional interference and federal overreach; and

BE IT FURTHER RESOLVED, that the NAACP calls on Congress and the Executive Branch to respect the democratically-elected representatives of the people of Washington, D.C., its democratically enacted laws, and to cease the use of appropriations riders, budget overrides, executive orders, and other mechanisms that undermine the rights of D.C. residents and violate decades of precedent that the District government be exempted from partisan congressional budget negotiations and potential federal shutdowns; and

BE IT FURTHER RESOLVED, that the NAACP will continue to elevate and advocate for the issue of D.C. statehood as the most effective and permanent solution to ensuring full representation and self-determination for D.C. residents; and

BE IT FINALLY RESOLVED, that the NAACP will mobilize its members, units chapters, and partners to educate the public and policymakers on the importance of D.C. autonomy and statehood, and to support legislative and organizing efforts to promote the full enfranchisement of the people of the District of Columbia.

17. Data Centers Impact on Energy Demand

WHEREAS, Google, Microsoft, Meta and others are building data centers across the country that require a lot of electricity and water resources, and renewable energy sources often require additional permitting; and

WHEREAS, According to the University of Oxford as of the end of 2020, 597 hyperscale data centers were in operation (39% in the US, 10% in China, 6% Japan), up by almost 50% since 2015. Amazon, Google and Microsoft account for more than half of these and a further 219 are in various stages of planning; and

WHEREAS, The increase in demand for artificial intelligence impacts electricity rates and energy reliability; and

WHEREAS, Utilizing artificial intelligence systems with increased demand and few safeguards will exacerbate the climate crisis; and

WHEREAS, The construction of large data centers often creates additional greenhouse gas emissions and air quality issues; and

WHEREAS, The construction of these data centers is often in low-income and frontline communities without the promise of additional jobs past the construction of these centers; and

WHEREAS, The use of energy to generate a single, generative query from artificial intelligence can consume four to five times as much energy as a typical search engine request; and

WHEREAS, Opposition globally, as well as in the United States, regarding large data farms is starting to grow even as new projects are being approved and is impacting certain tech company transparency regarding water usage; and

WHEREAS, According to TechTarget Energy production is highly reliant on water, which is why the spotlight is on data centers and their environmental impact. Data centers directly and indirectly consume vast amounts of electricity, heat and water in a variety of ways; and

WHEREAS, Places like Indiana, Texas, Virginia, Louisiana, Mississippi, and many other states with industrial buildouts suffers from the increase in fossil-fuel generation to sustain the rampant demand of data centers that increase energy burdens on communities; and

WHEREAS, Communities that have traditionally suffered from increased pollution, like Boxtown in South Memphis, Tennessee, have repeatedly received an “F” for ozone pollution, yet xAI placed 35 unpermitted gas turbines in this area and the local agencies, such as their health department and public utilities commission have failed to hold xAI fully accountable for this danger to the community’s health and welfare, and this overall failure to the community has forced the NAACP to file a notice of intent to sue xAI for harms xAI has caused to the community; and

WHEREAS, Emerging technology can be a key component of helping to advance environmental and climate justice needs, but algorithmic impact assessments, mirrored after environmental impact assessments to share any environmental threats that a data center poses to communities, is an important transparency need; and

WHEREAS, The Environmental Law and Policy Center and others have highlighted that data centers are capable of developing operations more sustainably and in locations that are not already sacrifice zones; and

WHEREAS, The green economy must consider built environment as well as the digital industrial sector.

THEREFORE, BE IT RESOLVED, that the NAACP advocates and demands community benefits agreements that require benefits such as water scarcity and electricity high burdens community benefits plan and jobs, contracts and clean energy development agreements that will benefit Black people and their communities.

BE IT FURTHER RESOLVED, that the NAACP advocates for additional quantitative and qualitative analysis regarding guidelines to ensure community-based leadership for monitoring toxic air pollution, water contamination and usage, and energy demands.

BE IT FURTHER RESOLVED, that the NAACP urges Congress to pass legislation to demand transparency and standardized methodology regarding data and usage of water, energy, and emissions linked to data centers as well as a reduction of these resources and better regulate the increased demand of fossil fuels for data centers.

BE IT FURTHER RESOLVED, that state and local governments create additional benchmarks for data centers for meaningful disclosure and accountability regarding environmental threats such as algorithmic impact assessments.

BE IT FINALLY RESOLVED, the NAACP advocates with our partner organizations for more intersectional conversations and community-led training and policy decisions regarding digital industrial usage of water, energy, and greenhouse gas emissions.

VETERAN'S AFFAIRS

1. *Reinstitute Diversity, Equity, and Inclusion Back in the Military*

WHEREAS, the United States Military announced they will no longer recruit at prestigious Black engineering events; and

WHEREAS, Frank Kendall, the former Secretary of the Air Force, noted that eliminating any discussion of race or gender would have negative consequences, and that the Trump administration is “sending a strong message that white males are in charge again and they don’t want to hear anything about gender or racial inequalities;” and

WHEREAS, West Point has disbanded the Asian Pacific Cultural Club, the Japanese Cultural Club, the Latin Cultural Club, the National Society of Black Engineers, the Native American Forum, and the Society of Woman Engineers, but allowed the West Point Polish Club and the West Point Humanist Club to remain; and

WHEREAS, According to the Department of Defense (DoD), in 2023, 30.4% of the military identified as belonging to a racial minority group; and

WHEREAS, Today’s active duty military is more racially and ethnically diverse than in previous generations with the gender dynamic having changed over the course of the past 50 years, with more women serving in the military as ranking officers - in 2017 than ever before (<https://www.pewresearch.org/short-reads/2019/09/10/thechanging-profile-of-the-u-s-military/>); and

WHEREAS, Racial and ethnic minorities in the military have grown steadily in recent decades with Hispanics the fastest growing minority population in the military and Black service members making up about half of all racial and ethnic minorities.

THEREFORE, BE IT RESOLVED, the National Association for the Advancement of Colored People will continue to litigate for the inclusion of DEI initiatives within the armed forces; and

THEREFORE, BE IT FINALLY RESOLVED, that the NAACP will continue to advocate for civil rights protections, especially in hiring and promotions of ethnic minorities within the federal government where evidence has proven disparate impact.

2. *Opposing Efforts to Dismantle and Privatize the Department of Veteran’s Affairs*

WHEREAS, The Department of Veterans Affairs (VA) is the largest integrated healthcare system in the United States, providing essential medical care, mental health services, housing assistance, and benefits to more than nine million enrolled veterans, many of whom are Black and from historically underserved communities; and

WHEREAS, While the Department of Veterans Affairs is not without flaws—particularly in how it serves Black veterans and veterans of color who face persistent disparities in disability ratings, mental health care, and equitable access—the solution is to strengthen and reform the VA from within, not to dismantle or privatize it; and

WHEREAS, Recent federal actions have included significant staffing cuts at the VA, including the dismissal of more than 2,400 employees in early 2025, among them crisis responders, social service assistants, and quality assurance staff critical to the delivery of VA services; and

WHEREAS, These staffing cuts will adversely impact the VA’s 2024 record of processing over 1 million benefit claims, a notable improvement addressing a backlog of nearly 250,000 claims the same year; and

WHEREAS, The erosion of the Veterans Crisis Line’s staffing and infrastructure undermines suicide prevention efforts at a time when, according to the VA, more than 6,000 veterans die by suicide annually in the United States, a crisis that disproportionately affects post-9/11 veterans, veterans of color, and those facing economic instability and mental health issues; and

WHEREAS, These cuts have been accompanied by a broader effort to shift care away from the VA system and toward private, for-profit providers under the guise of “choice” and “efficiency,” despite recent data from the National Institutes of Health showing VA care often yields better health outcomes for veterans and is more culturally competent in addressing military-related trauma; and

WHEREAS, Such efforts to incrementally dismantle the VA through defunding, staff reductions, and outsourcing of services represent a long-term strategy to privatize veterans’ healthcare and reduce the federal government’s obligations to those who have honorably served; and

WHEREAS, The NAACP opposes the privatization of the Department of Veterans Affairs and any federal actions that diminish its capacity to serve veterans through budget cuts, staff reductions, or the elimination of core services.

THEREFORE, BE IT FURTHER RESOLVED, the NAACP calls upon the U.S. Congress to exercise its oversight authority to enforce the allocation of funds for the full restoration of staffing and support for the Veterans Crisis Line and other critical VA programs proven to reduce suicide and improve veteran health outcomes.

BE IT FURTHER RESOLVED, that the NAACP demands Congress to invest in the long-term sustainability, modernization, and expansion of the VA's public healthcare infrastructure, ensuring that veterans, regardless of race, income, geography, or era of service, receive comprehensive, high-quality, and publicly accountable care.

BE IT FINALLY RESOLVED, that the NAACP will work in partnership with veterans' service organizations, advocates, and community-based coalitions to amplify public education and advocacy efforts that protect the VA and the rights and well-being of all who have honorably served.

VOTING RIGHTS

1. *States Voting Rights Act*

WHEREAS, The ability to participate freely and fairly in elections is essential to racial equity and social justice; and

WHEREAS, Numerous jurisdictions continue to adopt practices that disproportionately burden Black voters and voters of color, including voter roll purges, polling place closures, reduced voting hours, and limits on mail-in and early voting; and

WHEREAS, Many of the proposed laws and the president's executive orders are rooted in baseless claims of widespread voter fraud and serve only to entrench structural racism and voter suppression further; and

WHEREAS, States have continued to enact voter suppression laws; and

WHEREAS, The NAACP has a long history of fighting for voting rights, protecting and expanding political and civic participation, innovation, and fair representation as cornerstones of racial justice and equality in America.

WHEREAS, throughout the country, so-called "election deniers" are being named to local election boards so that they will refuse to properly certify elections, file numerous challenges regarding voter eligibility, simply to frustrate the democratic process all throughout the country.

WHEREAS, achieving true racial equity in elections requires not only protecting existing voting rights but also evaluating and adopting equitable voting reforms that expand meaningful participation and representation for Black and brown communities.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms our resolutions supporting efforts to protect and expand voter rights, improve access to the electoral process, and enhance overall civic engagement among Black and brown Americans from 2002, 2004, 2005, 2007, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2024.

BE IT FURTHER RESOLVED, that the NAACP reiterates its resolve to challenge all attempts by states or the federal government to implement legislation that makes voting difficult for voters of color.

BE IT FURTHER RESOLVED, that the NAACP calls for thorough research and pilot programs on voting reforms such as Approval Voting, Proportional Representation, Rank Choice Voting, and Open Primaries.

The NAACP specifically supports the need for research and pilot initiatives to evaluate their effectiveness in boosting participation and representation for Black and brown communities, ensuring that all data is disaggregated by race and geography to provide clear insights for future considerations and recommendations.

BE IT FINALLY RESOLVED, that the NAACP calls upon congress to introduce and enact the John R. Lewis voting rights advancement act, and the NAACP will continue to educate communities about voting rights threats, engage in advocacy against restrictive laws, and actively mobilize to oppose voter suppression at the local, state, and national levels.

EMERGENCY RESOLUTION

LABOR

1. *National Association for the Advancement of Colored People's Condemnation of the Dismantling of Job Corps*

WHEREAS, in May 2025, the United States Department of Labor announced that it would eliminate Job Corps, in its entirety, seeking to shutter all Job Corps centers, and displace approximately 25,000 existing residential students without regard to their safety or ability to secure alternative housing and educational training by June 30, 2025; and

WHEREAS, Job Corps is the largest nationwide residential career training program in the country, operating since 1964, and has successfully helped eligible young people ages 16 through 24 complete their high school education, training them for meaningful careers, and assisting them with obtaining employment; and

WHEREAS, approximately 4,500 of the students who will be impacted by the closing of the Job Corps program are homeless before joining the program and will likely lose housing again if the program ends; and

WHEREAS, in the first months of 2025, Job Corps served nearly 30,000 students, affording them valuable educational and job skills training, providing valuable assistance in underserved communities, particularly economically disadvantaged Black and Brown communities; and

WHEREAS, the United States Department of Labor rationale for dismantling the program is based upon faulty analysis, including citing the false premise of poor outcomes by Job Corps students; and

WHEREAS, because of the dismantling of Job Corps, there are more than 14,000 applicants nationwide left in limbo due to the abrupt so-called "pause" in the program for supposed budgetary reasons; and

WHEREAS, the dismantling of Job Corps will have a devastating impact on low income and middle-class young people, and will have a disproportionate impact on Black and Brown communities.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People strongly condemns the actions to dismantle Job Corps and calls for the immediate reinstatement of the Job Corps program in all jurisdictions; and

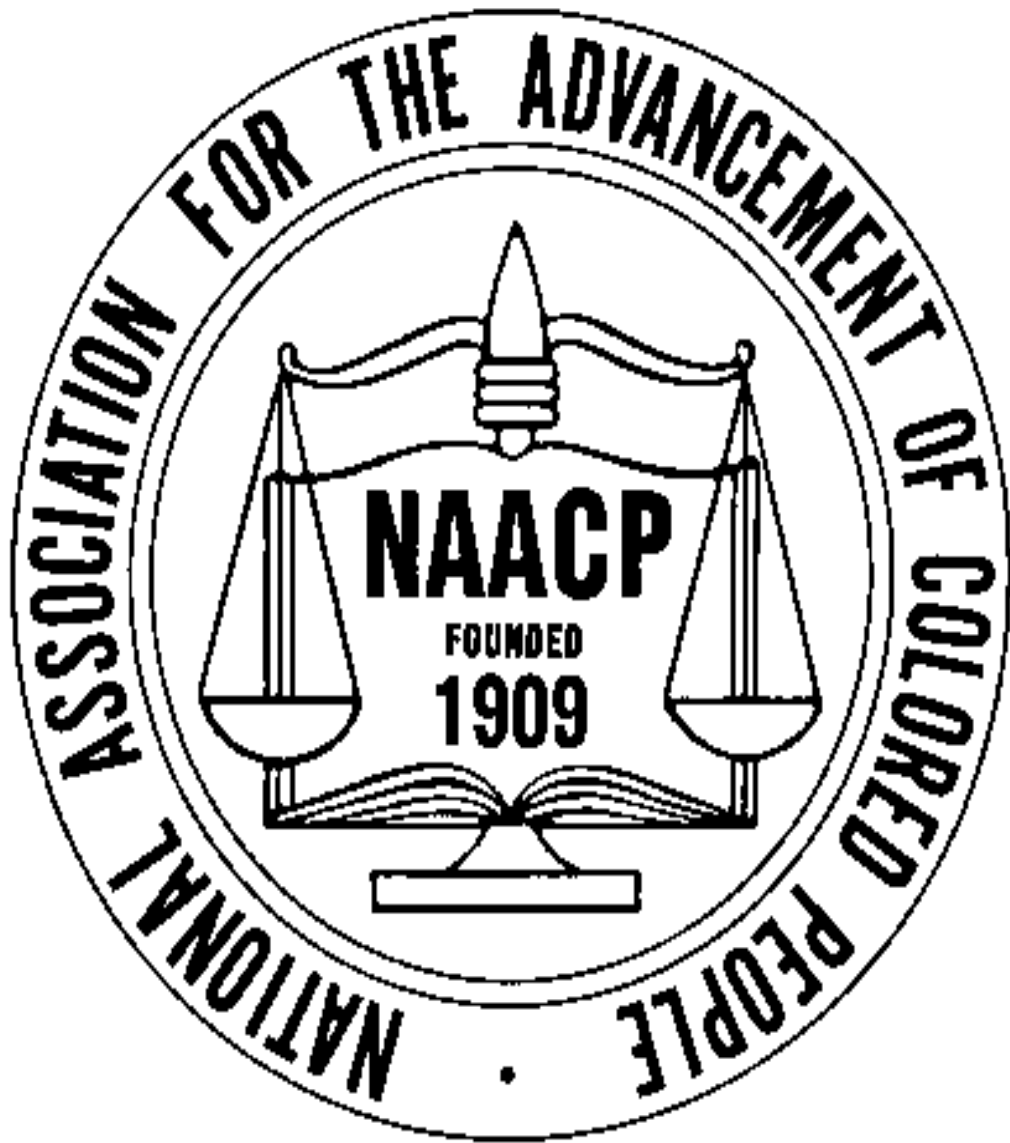
BE IT FINALLY RESOLVED, that all NAACP units should advocate for the continuation of Job Corps with their respective members of Congress, federal officials with jurisdiction over appropriations funding, the U.S. Department of Labor, and other officials of the Executive Branch to maintain and properly fund this vital program through the 2026 budget and beyond.

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