

NAACP[®] **RESOLUTIONS**

2013

**SUBMITTED UNDER ARTICLE X, SECTION 2 OF
THE CONSTITUTION OF THE NAACP**

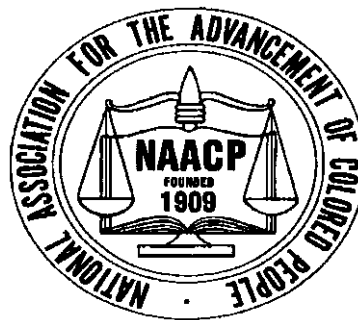
RESOLUTIONS SUBMITTED UNDER ARTICLE IX, SECTION 1 OF THE CONSTITUTION OF THE NAACP

2013

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 was reviewed by the 104th Convention of the NAACP, held July 14 through July 18, 2013 in Orlando, Florida. These resolutions were ratified by the National Board of Directors on October 19, 2013 and are now the Official Policy of the National Association for the Advancement of Colored People.

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CtVU. RIGHTS

1. *Emmett Till Unsolved Civil Rights Crime Act*

WHEREAS, the Emmett Till Unsolved Civil Rights Crime Act ("the Act") was introduced on February 8, 2007 by Representative John Lewis (GA) and Senator Christopher Dodd (CT), with multiple bi-partisan co-sponsors, including then-Senator Barack Obama -IL); and

WHEREAS, the NAACP actively promoted the enactment by the United States Congress of the Emmett Till Unsolved Civil Rights Crime Act of 2008; and

WHEREAS, the Emmett Till Unsolved Civil Rights Crime Act was signed into law by President George W. Bush as Public Law #110-344 on October 7, 2008; and

WHEREAS, the law instructs the FBI and other entities within the United States Department of Justice, to "(1) *expeditiously investigate* unsolved civil rights murders, due to the amount of time that has passed since the murders and the age of potential witnesses; and (2) provide all the resources necessary to *ensure timely and thorough investigations* in the cases involved"; and

WHEREAS, the Act also instructs the Attorney General to designate a Deputy Chief in the Criminal Section of the Civil Rights Division to coordinate the implementation of the law and further authorized appropriations of up to \$10 million each year from 2008 until 2017 to be allocated to further this mandate; and

WHEREAS, no Attorney General has requested the entire \$10 million authorized in the Act; and

WHEREAS, no joint task forces or concerted federal and local law enforcement agencies have engaged in a serious effort to identify, or account for all of those who disappeared or who were killed during the period between 1954 to 1969; and

WHEREAS, of the 107 cases identified in the Attorney General's 2009 Annual Report to Congress as being "open", the United States Department of Justice closed 14 within six months of the Act's passage; and

WHEREAS, in the ensuing three years the Department opened only two additional cases, but closed 89 cases wherein the identified suspects were

deceased (including the deaths of Harry and Harriett Moore) or the cause of death was determined not to be racially motivated; and

WHEREAS, after closing 75% of the cases, the Department only has 27 open cases remaining on its list; and

WHEREAS, all four Annual Reports to Congress made by the United States Justice Department contain lengthy and repetitive summaries of actions taken and successes achieved prior to the Act and very little description of thorough investigation of existing cases since the implementation of the Act, nor any specific law enforcement field investigative activities seeking to identify individuals who disappeared or were killed during this time period; and

WHEREAS, Congress authorized the appropriation of millions of dollars in grant money to State and local law enforcement as well as Community Relations Services of U.S. Department of Justice to assist with collaboration between law enforcement agencies and local communities in the investigation of these crimes, which have been underutilized or not used at all; and

WHEREAS, the NAACP is concerned that the United States Department of Justice has closed cases in which there may still be members of various Klan and other hate groups and organizations who participated in these killings who are still alive.

THEREFORE, BE IT RESOLVED that the NAACP calls upon the U.S. Attorney General to fully implement the Emmett Till Unsolved Civil Rights Crime Act, including but not limited to: (1) Immediately establish task forces of federal and state law enforcement to ***expeditiously and thoroughly investigate***, not just review, unsolved civil rights killings; (2) Immediately seek allocation of resources from the Congressional Appropriations Committee for the necessary appropriations funds already authorized by the Act; (3) Advocate for monetary support and involvement of local law enforcement agencies and civil rights groups in the attempts to identify and investigate these unsolved civil rights era killings as contemplated by the Act; (4) Reopen all cases where a paper review of old investigatory files represent the sole means of a current investigation; (5) Provide unedited files to the families of all closed cases through expedited Freedom of Information Act (FOIA) requests; (6) Appoint an independent federal prosecutor to coordinate the full accounting, investigation and prosecution of cases under the Act; and (7) Provide for oversight hearings by the appropriate Congressional committees of the on-going activities of the United States Department of Justice and FBI in fulfilling the mandate of the Act.

CRIMINAL JUSTICE

1. *Anti-Violence Social Media Campaign*

WHEREAS, between 2000-2010, 78,521 African Americans have been murdered, with 66,291 being African American males; and

WHEREAS, the media has been focused on gun control legislation and mass killings, but has given little attention to the impact of violence on residents of poor and working class communities; and

WHEREAS, violence can destroy families for generations when death and incarceration occur, leaving other family members to raise children and shoulder additional financial responsibilities; and

WHEREAS, studies have shown it is much cheaper and far more beneficial to society for tax payer money to be invested in education and social programs than incarcerating individuals. For every \$1 invested in education, society sees a return of \$7 since the higher the level of education one attains, the less likely they are to commit crimes and the more likely they are to be a net consumer and not dependent on social services; and

WHEREAS, it needs to be stressed that that majority of these 78,521 murders are preventable if appropriate investments in education and equal access to resources are made; and

WHEREAS, many community focused organizations have successfully used non-traditional media to bring attention to critical social issues impacting quality of life across communities; and

WHEREAS, these campaigns have successfully integrated Facebook, Twitter, Tumblr, and other social media outlets, in conjunction with traditional media, to bring attention to their cause.

THEREFORE, BE IT RESOLVED that the NAACP reaffirm its commitment to fighting violence stated in these resolutions:

- 2010- Making Communities Smart and Safe through Violence Reduction
- 2010- Gun Violence Prevention and Safety at Public Events
- 2009 - National Day of Nonviolence

BE IT FURTHER RESOLVED that the NAACP engage in a well-coordinated campaign to keep the effect of violent crime on communities at the forefront; and

BE IT FURTHER RESOLVED that the NAACP use this campaign to call on citizens to contact Congress and demand that funds used for the failed war on drugs be redirected towards investment in educational programs and equal access to resources in order to improve the disconnect created between individuals and communities; and

BE IT FINALLY RESOLVED that the NAACP use this campaign to further highlight the organization's efforts to pass legislation that promotes equal access to and investment in education, which ultimately impacts crime and violence.

2. Police Misconduct and Abuse in the Performance of Duty.

WHEREAS, most law enforcement manuals include language that requires officers to report other officers' acts of misconduct; and

WHEREAS, police departments often overlook abuse between fellow officers and perpetuate the "blue code of silence" by systematically destroying the careers of officers brave enough to report use of excessive force and other acts of misconduct; and

WHEREAS, police departments throughout the country are thought to have a flawed and non-transparent processes for investigation of police misconduct cases; and

WHEREAS, regardless of policies that often exist, many departments throughout the country shield police officers with extensive abuse of force records from public scrutiny, keeping them on the force and endangering the public; and

WHEREAS, the NAACP advocates for all units to help establish civilian police review boards to investigate all misconduct – including brutality, excessive force, use of firearms and tasers, rudeness to citizens and all other acts that are often protected by the "blue code of silence" -as reiterated in the below resolutions:

- 1966 - Excessive Force
- 1998 - Emergency Resolution on "Driving While Black" - Racial Profiling of African Americans
- 2000 - Improving Community Police Relations
- 2001 - Calling for Independent Civilian Review Boards

WHEREAS, the NAACP has always stood against any form of police misconduct and advocates for greater police accountability, as outlined in the below resolutions:

- 1978-Prosecution of Police and Corrections Officers for Criminal Acts
- 1978 - Police Brutality
- 1979 - Police Brutality
- 1980- Indiscriminate Use of Firearms by Police
- 1983-Police Brutality
- 1983 - Use of Chokeholds by Police
- 1987-Police Brutality
- 1991-Police Brutality
- 1992 - Police Brutality
- 1996-Excessive Force by Law enforcement Officers and Police Departments
- 2007 – Establish Model Standards, Policies and Training to Prevent Police Misconduct and Excessive Use of Force.

THEREFORE, BE IT RESOLVED that the NAACP will seek implementation of policy and legislation to establish a formal hearing process independent of local law enforcement personnel to investigate claims brought by officers against fellow officers, command staff, and internal affairs – to include collaboration with citizen police review boards and POST (Peace Officer Standards and Training) boards when possible; and

BE IT FURTHER RESOLVED that such investigative bodies have the authority to make disciplinary recommendations to the District Attorney or proper authorities; and

BE IT FINALLY RESOLVED that the NAACP advocates for a reporting process of investigations and conclusions of such hearings to the public.

Entom: einent

WHEREAS, the relationship between law enforcement and minority communities is often strained due to mistrust, a long documented history of abuse by law enforcement, the use of racial profiling and the excessive use of force; and

WHEREAS, many defendants and citizens have complained about intimidation, abusive practices, and the use of excessive force following their interaction with law enforcement and have ended up having emergency room visits following those contacts; and

WHEREAS, emergency room physicians are often the first to receive defendants or citizens from law enforcement for medical services; and

WHEREAS, in 2009, five emergency care experts reported results of a survey of more than 300 ER physicians, in which virtually all said they "believed excessive use of force [by police] actually occurs" and roughly 98% said they had "managed patients with suspected excessive use of force." Their study was reported fully in the *Emergency Medical Journal* and was synopsized by *Force Science News*; and

WHEREAS, two physicians from this research team (Dr. H. Range Hutson of Harvard and Dr. Jared Strate of the University of Washington) joined two PhDs from the criminology department of the University of South Carolina (Hayden Smith and Geoffrey Alpert) in publishing an editorial in the *Annals of Emergency Medicine*. This piece reprised the findings of the original study and urged that ER physicians report their "concerns" about "police abuse" to police department Internal Affairs offices and make note of them in separate reports "not included in the case notes." They stated that, "Although physicians are required to report child abuse, gunshot wounds, and stab wounds, there are no guidelines for them to report alternative expressions of violence, such as the perceived use of excessive force by police officers"; and

WHEREAS, in many instances physicians already have a duty to report suspected child abuse, sexual abuse and domestic violence to law enforcement when patients are seen in the hospital, clinics and emergency rooms; and

WHEREAS, requiring health care professionals to report the use of police brutality or excessive force is not an additional burden to the other mandatory requirements.

THEREFORE, BE IT RESOLVED that the National Association for the Advancement of Colored People supports the mandatory requirement of physicians having reasonable cause to suspect that any person has been subjected to physical abuse induced by excessive force shall be mandated to report or cause a report to be made to the appropriate investigative agency; and

BE IT FURTHER RESOLVED that the NAACP advocate for appropriate training and policies for health care professionals on the management of cases where law enforcement excessive use of force is suspected; and

BE IT FURTHER RESOLVED that the NAACP collaborate with the National Medical Association and the American Medical Association on this issue; and

BE IT FINALLY RESOLVED that the NAACP support nationwide legislation and policies to urge all states to have a mandatory requirement for health care professionals to report suspected police brutality and the use of excessive force

by law enforcement when brought into a medical facility for treatment to the Department of Justice or internal affairs investigators.

4. *Stopping the Practice of Shackling Children Who Appear In Juvenile Court*

WHEREAS, it has been the policy and practice of Juvenile Court(s) to restrain detained children who appear at hearings before the court; and

WHEREAS, under this policy and practice, detained children are transported to and from court wearing leg shackles and handcuffs, and remain shackled and handcuffed during court hearings; and

WHEREAS, restraining shackled children during hearings is incompatible with juvenile courts' goal of rehabilitating and treating children who appear before the court; and

WHEREAS, Dr. Marty Beyer, one of the nation's leading experts in child and adolescent development, states that "being shackled in public is humiliating for young people whose sense of identity is vulnerable;" and

WHEREAS, the young person who feels he/she is being treated like a dangerous animal will think less of him/herself; and

WHEREAS, children and adolescents are more vulnerable to lasting harm from feeling humiliation and shame than adults; and

WHEREAS, shackling and handcuffing children during court proceedings undermines the youth's right to a fair trial because shackles convey to the judge an unmistakable message: the child is dangerous and likely committed the act(s) giving rise to the delinquency charge(s); and

WHEREAS, restraining undermines the presumption of innocence, thereby denying them a fair trial; and

WHEREAS, handcuffing children during court hearings interferes with their constitutional right to effective assistance of counsel; and

WHEREAS, children who remain handcuffed during court proceedings are unable to write notes to their lawyers, a common practice of communication between a lawyer and client at trial and other court proceedings; and

WHEREAS, children who are prevented from communicating with their lawyer in this manner may be deprived of the effective assistance of counsel; and

WHEREAS, in contrast to how children are restrained in juvenile court, adults who are detained are not shackled or handcuffed during court proceedings,

absent particularized evidence that such restraint is necessary in a given case; and

WHEREAS, the United States Supreme Court has held that where a person is not detained for punishment as a convicted criminal, due process forbids the use of restraints "except when and to the extent professional judgment deems this necessary." *Youngblood v. Romero*, 457 U.S. 307, 324 (1982); and

WHEREAS, a trend has emerged nationally to unshackle youth who appear in juvenile court; and

WHEREAS, in 2009, the Florida Supreme Court prohibited the indiscriminate use of shackling and established a presumption against restraining children when they appear at judicial proceedings; and

WHEREAS, several other states- New York, Massachusetts, California, North Dakota, North Carolina, Pennsylvania and Alaska – have followed suit.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People (NAACP) stands to condemn the routine shackling and handcuffing of youth who appear in juvenile court(s) absent a showing of particularized need to use such restraints in a specific case; and

BE IT FURTHER RESOLVED, that each Unit send a letter to their local juvenile court Judge(s) informing them that we strongly condemn the practice of routinely shackling and handcuffing youth who appear before their court; and

BE IT FURTHER RESOLVED that State Conferences will advocate for State legislation that discourages shackling juveniles whenever possible; and

BE IT FINALLY RESOLVED that the President of each unit, branch, chapter or council hold a press conference and/or draft a press release condemning the routine shackling and handcuffing of youth who appear in juvenile court absent a showing of particularized need to use such restraints in a specific case.

5. *Justice for the Central Park Five*

WHEREAS, the Central Park Five convictions were vacated by New York Supreme Court Justice Charles J. Tejada on December 19, 2002; and

WHEREAS, in 2003, Kevin Richardson, Raymond Santana, and Antron McCray filed a civil rights suit against the city for malicious prosecution, racial discrimination, and emotional distress; and

WHEREAS, the civil suit has been pending for a decade and the City of New York has refused to settle or otherwise expedite the trial of this matter citing the confessions that withstood intense scrutiny and the public trials; and

WHEREAS, the NAACP further recognizes that the actions occurring on state and local levels has a significant impact on national criminal justice issues and laws.

BE IT THEREFORE RESOLVED that the NAACP calls upon the New York State Supreme Court to bring this civil matter to a swift and just conclusion.

6. *Youth and College Division Takes Action to Prevent Gun Violence*

THEREFORE, BE IT RESOLVED that the NAACP Youth & College Division will declare a national state of emergency in an effort to bring attention to the alarming numbers of young African American victims of gun violence; and

BE IT FURTHER RESOLVED that the NAACP Washington Bureau will develop a campaign toolkit and action alert that mobilizes youth units to advocate on the local, state, and federal levels for increased funding for youth workforce development programs, out-of-school time activities, mental health services; and

BE IT FURTHER RESOLVED that the NAACP direct its youth units to host social media conversations and other programs to educate, empower and mobilize young people to advocate for sensible gun and community safety policies; and

BE IT FINALLY RESOLVED that the NAACP adamantly oppose any proposals which have the potential to increase gun violence or may unnecessarily and disproportionately, criminalize African American youth or other youth of color.

ECONOMIC DEVELOPMENT

1. *From Economic Reciprocity Initiative to Opportunif! and Diversity Report Card*

WHEREAS, in 1997, the NAACP adopted the Economic Reciprocity Initiative (ERI) Resolution and, based on the initiative, private corporations within five major industries (automotive, telecommunication, financial services, general merchandising, and hotel/lodging industry) were surveyed to measure the reciprocal relationship between corporations and businesses and the African-American community and each of the participating companies received ERI letter

grades determined by their responses to questions on a survey covering five key areas: (1) Employment, (2) Marketing/Communications Expenditures, (3) Supplier Diversity, (4) Charitable Giving/Philanthropic Activity; and (5) Community Reinvestment, as it relates to the inclusion of African Americans; and

WHEREAS, from 1997 to 2008, the NAACP continued to provide consumer choice guides and report cards on the five major industries; and

WHEREAS, the NAACP has now revised its focus to measure performance, racial diversity and fairness in major industries such as the energy, health care, automotive, telecommunication, financial services, general merchandising, and hotel/lodging industries that are the fastest growing by occupation, revenue growth and have the greatest potential to influence job creation and advancement (at multiple job classification levels) and wealth building (as measured by ownership, development, contracting, and supplier diversity) in African American communities and other communities of color; and

WHEREAS, the NAACP will also conduct industry sector analyses of workforce trends using data from the Bureau of Labor Statistics, US Census, and the US Economic Census (including the American Community Survey) and each industry's unique combination of occupations, production techniques, inputs and outputs, and business characteristics is important to the NAACP because it determines working conditions, educational requirements, and the job outlook for each of the industries; and

WHEREAS, the reports cards will now include employment workforce by level and function for the following categories: new jobs, existing positions, promotions, retired, employment terminations, and layoffs and corporations will be asked to report on their ownership and inclusive business engagement practices, specifically, contracting and procurement opportunities including professional services, construction, and goods and services as it relates to minority businesses; and

WHEREAS, corporations will be evaluated against their own merits using a scale (based upon performance) focusing on three main issue areas: Hiring and Job Advancement, Contracting and Procurement, and Ownership, where applicable and corporations that have excelled in a particular area and have implemented a research-based "best practice" will be profiled and/or granted a special mention in the report and for corporations in which an opportunity to improve has been identified, the report will highlight a set of recommendations for improvement and provide a list of technical assistance providers that can work with that corporation to improve survey performance; and

WHEREAS, The NAACP Opportunity and Diversity Report Card: The Hotel and Resort Industry is the first report card based on the new methodology and was released in 2012.

THEREFORE, BE IT RESOLVED that, the NAACP will continue to focus on specific industries with job creation, advancement, wealth building and ownership issues for African Americans; and

BE IT FURTHER RESOLVED that the NAACP will partner with industry leaders to advance best practices for racial and ethnic inclusion and diversity and promote diversity and inclusion in various U.S. economic sectors.

BE IT FINALLY RESOLVED that the NAACP Economic Department will work with local units and state conferences to advance diversity and inclusive practices in the aforementioned industries and will provide toolkits and other resources for local advocacy concerning corporate diversity and inclusion.

2. Promoting Job Creation and Economic Diversification Through Attraction and Expansion of Film, Television and Digital Media Production

WHEREAS, the National Association for the Advancement of Colored People believes our nation's economic future, and that of the African American Community, will be strongly influenced by industries that succeed through innovation, technology and creativity in a global marketplace; and

WHEREAS, the NAACP recognizes the film, television and digital media industry embodies all of these critical attributes and is one of our nation's most important sources of good jobs at a range of skill levels; and

WHEREAS, The NAACP recognizes that we must ensure that our states embrace a thoughtful, progressive approach to retaining and expanding film, television and digital media production so that the broad economic, social and cultural benefits generated by this dynamic industry are not lost to other nations; and

WHEREAS, the NAACP recognizes that a growing number of other nations are providing aggressive incentives to attract film, television and digital media production, resulting in the loss to the United States of more than \$10 billion in production activity annually and more than 50,000 jobs each year; and

WHEREAS, the NAACP recognizes that in the United Kingdom's March 2012 Budget, the Chancellor of the Exchequer announced that the government will introduce tax incentives for animation, high-end television and video games to complement the already successful U.K. tax incentives for feature films. The U.K. program is an example of the type of national level support for incentives in nations around the globe that poses a growing threat to the United States' retention of its signature knowledge-based industry; and

WHEREAS, the NAACP recognizes that film, television and digital media production activity sparks industry-related infrastructure development that serves to revitalize communities and sustains and helps grow thousands of small businesses that support the industry's varied production needs as well as attracts millions of tourism dollars from audiences around the world drawn to urban and rural production locations; and

WHEREAS, the NAACP recognizes that the film and television industry creates very skilled, high-paying jobs, as the production industry and has a long history of hiring locally and investing in the training and workforce development of personnel.

THEREFORE BE IT RESOLVED that the NAACP educate its members and avail them of opportunities to educate others on the importance of the adoption of policies and programs to attract and sustain film, television and digital media production as a source of good job opportunities in African American communities not only in production, but production-supporting businesses as well as related industries such as tourism; and

BE IT FURTHER RESOLVED, that as long as such efforts specifically enhance the income and wealth of African Americans and other racial and ethnic minorities, the NAACP supports government-aided economic development benefitting urban and rural communities including job training, such as Production Assistant programs, incentives for the construction of new or repurposing of existing structures for production industry activity, such as investment tax credits or grants; the reduction or elimination of administrative burdens, such as waivers of permits and fees for production, and most critically, direct incentives for production activity; and

BE IT FURTHER RESOLVED that states must establish an environment within their borders to attract, retain and expand film, television and digital media production and recognizes that the centerpiece for any plan to diversify and strengthen their respective economies through film, television and digital media production begins with a competitive incentive that is nimble enough to adjust to the rapidly evolving industry; and

BE IT FINALLY RESOLVED that the NAACP send a copy of this resolution to the President of the United States, Members of Congress, state legislators and Governors.

3. *Community Reinvestment Act*

WHEREAS, the Community Reinvestment Act (CRA) encourages lending institutions to help meet and to direct resources to promote the economic equity of low and moderate income communities; and

WHEREAS, there remains a great need to ensure black and minority communities are engaging in these banking decisions and investments within their own communities; and

WHEREAS, historically Black and brown minority communities have not substantially engaged and directed how these resources will be allocated from Local, State and National banks; and

WHEREAS, for 30 years the NAACP has educated its units and members on methods to fully utilize the Community Reinvestment Act; and

WHEREAS, The Greater New Haven Branch of the NAACP recently developed a program under the CRA guidelines with a local bank and have been able to direct 7.5 million dollars to promote economic equity within our community.

THEREFORE, BE IT RESOLVED that all Units aggressively engage and encourage local and national banks within our communities to ensure that CRA resources are invested, consistent with the needs of their communities.

BE IT FINALLY RESOLVED that with the dynamics of the bank industry all State Conferences take the opportunity to engage banking commissions to ensure the full intent of the CRA be implemented within the respective communities.

4. *current Unemp(Qymment Cl'ls/\$ Facing Young Adultts, Partioularly Young Afflcan Atm rk:ttn Men*

WHEREAS, African-American men and women have been unemployed at about twice the level of white unemployment for the past 50 years; and

WHEREAS, the 2010 Census shows that young black men, when compared with young and older men of white, Asian and Hispanic backgrounds, have the lowest level of workforce participation at 57% and the highest unemployment rate at 30% (Urban Institute: The Labor Market Performance of Young black Men in the Great Recession); and

WHEREAS, the U.S. Bureau of Labor Statistics (BLS) data from July 2012 found that the unemployment rates for 16-24 year old men and women was White 17.9%, Hispanic 18.5%, Black 28.6% (<http://www.bls.gov/news.release/youth.t02.htm>); and

WHEREAS, the BLS data from July 2012 found that the youth labor participation rate for 16-24 year old men and women was White 62.9%, Hispanic 57.1%, Black 54.5% meaning far fewer black working age youths are in the workforce (<http://www.bls.gov/news.release/youth.nr0.htm>); and the January 2013 BLS data found that White unemployment for persons 16-19 years old was 22.5%, Hispanic 28.1%, and Black 33.8%; and

WHEREAS, in March 2013, Black female teen unemployment stood at 30.9% (a decrease from 38.1% in February). For Black male teens, unemployment was 37.1% (a decrease from 48.7% in February) (University of California, Berkeley, Center for Labor Research and Education <http://laborcenter.berkeley.edu/blackworkers/monthly/bwreport> 2013-04-05 60.pdf); and

WHEREAS, disparities in employment outcomes for young black men and women are long-standing; and these labor market disparities have many causes, including discrimination and lower access to high-quality education, the dearth of jobs in neighborhoods with high percentages of African Americans, and young black males' and females' higher arrest, conviction, and sentencing rate due to unfair treatment in the justice system; and

WHEREAS, small businesses are fundamental to job growth and African-Americans are more likely to start small businesses than any other ethnic group and African-American small businesses disproportionately fail due to lack of capital.

THEREFORE, BE IT RESOLVED that the NAACP will work to enhance procurement equity in both the public and private sector to strengthen entrepreneurship opportunities and allow greater opportunities for African-American owned small businesses; and

BE IT FURTHER RESOLVED that the National Association for the Advancement of Colored People stands opposed to the labor market's discriminatory practices associated with the high unemployment and low employment rates of young adults, particularly young African-Americans, such as discrimination against individuals with criminal convictions, especially those with felony convictions, discrimination based on credit, and discrimination due to being unemployed; and

BE IT FURTHER RESOLVED that the NAACP demands more educational equity and equal funding for low-income students to enable them to afford and take advantage of higher education opportunities; and

BE IT FINALLY RESOLVED that the NAACP will advocate through the local, state and federal legislative and regulatory processes to increase the employment rate of African-Americans and will urge all of its Units to work to identify and assist young adults in particular to find employment opportunities.

5. Overcoming the Racial Wealth Gap through the Development of Affordable and Sound Mortgage Lending Products for the African American Community and Communities of Color

WHEREAS, subprime loans, characterized by high interest rates, excessive fees and costs, balloon payments, pre-payment penalties, unnecessary costs for credit life, accident and health insurance, and repeated re-financing targeted at African-Americans, the elderly and women; and

WHEREAS, these discriminatory and predatory lending practices throughout communities of color led to the mortgage and foreclosure crisis that negatively and severely impacted these communities; and

WHEREAS, the February 2013 Study by the Institute on Assets and Social Policy at Brandeis University surveyed the same sample of families over a 25-year period (1984-2009) and found that the total wealth gap between the white and African-American families nearly tripled, increasing from \$85,000 in 1984 to \$236,500 in 2009; and

WHEREAS, the April 2013 report of the Urban Institute's Opportunity and Ownership Project found that in 2010, white families averaged six times the wealth of African-American and Hispanic households (\$632,000 versus \$98,000 and \$110,000, respectively), up from a 5-to-1 ratio in 1983. The study concluded that this growing wealth gap was propelled by the lower likelihood that African-Americans and Hispanics own homes, with fewer than 50% of black and Hispanic families owning homes compared to 75% of white families in 2010; and

WHEREAS, these studies confirm: (1) that the racial disparities in homeownership are the largest contributor to the racial wealth gap; and (2) there is a need to ensure that mortgage lending policies are fair and provide equal wealth opportunities to African-Americans and other communities of color; and

WHEREAS, there is a need to take additional affirmative action with the mortgage lending and banking industries in order to repair the damage caused by the mortgage and foreclosure crisis and resulting increase in the racial wealth gap.

THEREFORE, BE IT RESOLVED that the National Association for the Advancement of Colored People (NAACP) will work with organizations such as the NID-Housing Counseling Agency and other agencies and organizations to develop homeownership assistance and mortgage programs that meet the needs of African-Americans and other communities of color; and

BE IT FINALLY RESOLVED that the NAACP will then engage with our banking and mortgage partners and other lending institutions to adopt and utilize

homeownership assistance and mortgage programs that focus on increasing homeownership and home equity for African-American and other communities of color.

6. NAACP Reaffirms Support for LowPaid Workers

WHEREAS, the NAACP has continued to support the rights of low wage workers throughout its history such as agricultural, service, healthcare, and retail workers through resolutions of support dating back to 1976; and

WHEREAS, in 2011, a study found that more than one in four private sector jobs (26 percent) were low-wage positions paying less than \$10 per hour and, moreover, these jobs were concentrated in industries where low-wage workers make up a substantial share – in some cases more than half- of the entire workforce; and

WHEREAS, in 2011, 52.1 percent of all low-wage workers were employed in the top five low-wage industries- food services (57.4% of industry is low wage), accommodation (40%), retail trade (36.5%), arts, entertainment, and recreation (34.2%), and administrative services (33.2%); and

WHEREAS, because these industries employ such a significant share of America's lowest-paid workers, the wages that prevail in these sectors help set standards for the bottom end of the labor market as a whole; and

WHEREAS, jobs in low-wage industries have grown significantly faster than employment as a whole and the Bureau of Labor Statistics expects this trend to continue and estimates that 7 out of the 10 top growth occupations over the next decade are low-wage ones; and

WHEREAS, the U.S. economy has seen growing wage inequality over the past 30 years and has seen African American unemployment at twice the rate of white unemployment for 50 years, as middle-wage jobs in manufacturing have moved to foreign countries and new growth has been concentrated in service industries; and

WHEREAS, income inequality, which fell during the New Deal but has risen dramatically since the late 1970s, corresponds to the rise and fall of unionization in the United States; and

WHEREAS, the passage in 1935 of the National Labor Relations Act, which protected and encouraged unions, sparked a wave of unionization that led to three decades of shared prosperity where labor unions both sustained prosperity and ensured that it was shared and they worked to raise wages and working standards for members and non-members alike and both median compensation and labor productivity roughly doubled into the early 1970s; and

WHEREAS, over the next subsequent years-an era highlighted by the filibuster of labor law reform in 1978, the Reagan administration's crushing of the Professional Air Traffic Controllers Organization ("PATCO") strike, and the passage of anti-worker trade deals with Mexico and China-labor's bargaining power collapsed, union membership has fallen, and income inequality has worsened; and

WHEREAS, a recent study found that the retail industry has more than 15 million workers in the sector and will, according to the Bureau of Labor Statistics, be the second largest source of new jobs, and that a new wage floor that pays the equivalent of \$25,000 per year for full time work, or \$12.25 per hour, would raise the living standards of at least 5 million American households and feed back into the economy across sectors and workers spending higher incomes in the marketplace -on retail goods and other purchases – could lead to the addition of \$11.8 to \$15.2 billion to the GOP and between 100,000 and 132,000 new jobs.

THEREFORE BE IT RESOLVED that the NAACP continues to support the efforts of unions to unionize low wage workers as a fair and equitable means to increase worker pay and benefits, the NAACP encourages the private sector to support the unionization of their own workers and to allow all workers to share in the corporate profitability that they help to create.

BE IT FINALLY RESOLVED in recognition of the disproportionately high levels of unemployment and low wage work in the African American community that the NAACP advocates for the specific inclusion of African Americans in jobs that provide a living wage and fair benefits.

EDUCATION

1. *Medical Student Loan Forgiveness*

WHEREAS, the most commonly cited reason for medical school graduates seeking a specialty beyond primary care is the cost of medical school relative to income; and

WHEREAS, according to the American Association of Medical Colleges, the average medical school graduate is \$156,000 in debt from medical school alone; and

WHEREAS, if a medical school graduate opts to pursue a specialty, their average starting annual salary increases from \$178,000 to well over \$200,000, depending on the specialty; and

WHEREAS, these income levels do not include the cost of establishing a practice and the liability insurance required to practice medicine; and

WHEREAS, despite many medical school graduates expressing an interest in primary care, the economics of such a choice does not make sense for them; and

WHEREAS, currently the federal government will provide loan forgiveness to medical school graduates working in qualifying public service jobs, but only after 120 monthly qualifying payments are made towards outstanding federal loans; and

WHEREAS, as is the case with other federally funded forgiveness programs, medical school graduates would still be responsible for loans obtained via private lenders.

THEREFORE, BE IT RESOLVED that the NAACP will advocate for additional loan forgiveness to cover government and private loans for primary care doctors who choose to practice medicine in underserved communities; and

BE IT FINALLY RESOLVED that the NAACP will advocate for a long-term solution to level of education debt that forces many people committed to public service from pursuing such options.

2. *Common Core State Standards*

WHEREAS, the NAACP has always fought for strong, integrated public schools; and

WHEREAS, the NAACP reaffirms all its prior resolutions supporting a high quality, free public education for all children; and

WHEREAS, the Common Core State Standards Initiative is a state-led effort that establishes a single set of clear educational standards for kindergarten through 11th grade in English language arts and mathematics that states voluntarily adopt; and

WHEREAS, the standards are designed to ensure that students graduating from high school are prepared to enter credit-bearing entry courses in two or four year college programs or enter the workforce; and

WHEREAS, the standards drafters' worked to make the standards clear and concise to ensure that parents, teachers, and students have a clear understanding of the expectations in reading, writing, speaking and listening, language and mathematics in school; and

WHEREAS, the standards are designed to promote equity by ensuring all students, no matter where they live, are well prepared with the skills and knowledge necessary to collaborate and compete with their peers in the U.S. and abroad; and,

WHEREAS, unlike previous state standards, which were unique to every state in the country, the Common Core State Standards enable collaboration between states on a range of tools and policies, including: the development of textbooks, digital media, and other teaching materials aligned with the standards; the development and implementation of common comprehensive assessment systems to measure student performance annually that will replace existing state testing systems; and changes needed to help support educators and schools in teaching to the new standards; and

WHEREAS, the Common Core State Standards were written by building on the best and highest state standards in existence in the U.S., examining the expectations of other high performing countries around the world, and a careful study of the research and literature available on what students need to know and be able to do to be successful in college and careers; and

WHEREAS, States that adopted the Common Core State Standards are currently collaborating to develop common assessments that will be aligned with the standards and replace existing end-of-year state assessments, and these assessments are scheduled to be available in the 2014-2015 school year; and

WHEREAS, high quality common standards could ensure that all students have access to high-quality educational content, supports, and opportunities that research demonstrates are essential to ensure post-secondary success; and

WHEREAS, high quality common standards could allow parents and caregivers to more effectively assess their children's progress and compare their children's education with the education of children in other communities, states and nations; and

WHEREAS, high-quality common standards could free up resources to create high-quality and rich assessments that can accurately and reliably measure the progress of every student; and,

WHEREAS, with the adoption of common standards in 45 states, the District of Columbia, 4 territories and the Department of Defense Education Activity, a plan

must be developed to hold states accountable for meeting the unique needs of students of color; and

WHEREAS, needs vary throughout the country. Local culture and history often dictate new and different areas of study necessary for success in those regions. Standards should leave room for curriculum customization as needed, but make sure all students are held to the same high expectations; and

WHEREAS, alignment with assessments and instruction, professional development for teachers and adequate student support systems are necessary. If standards are the cornerstone around which schools are redesigned, to help students reach higher standards, these corresponding elements must be included; and

WHEREAS, states must be held accountable for making sure that a set of common standards are the starting point and not the "end" for effective education of students.

THEREFORE, BE IT RESOLVED that the NAACP must become a partner at every stage of implementing common standards to ensure that the standards lead to increased opportunities and better outcomes for all students; and

BE IT FURTHER RESOLVED that the NAACP must become a partner at the national, state and local levels in providing outreach and education about the implementation of the standards in a manner that builds on the Association's civic engagement work and commitment to a quality, free public education for all students; and

BE IT FINALLY RESOLVED that the NAACP support Standard Core Curriculum and Assessment measures that take into consideration all students ethnic, cultural and linguistic backgrounds in delivering education services.

3. NAACP Support\$ Every Child Reading by the First Griide, Mastery by the Third Grade

WHEREAS, educators and researchers have long recognized the importance of mastering reading early on in a child's education; and

WHEREAS, even though most studies and research concentrations have been focused on reading literacy by the third grade, it is apparent that the process for reading proficiency should begin much earlier and be satisfied by the end of the first grade in order to avoid the pitfalls associated with failure to achieve reading proficiency; and

WHEREAS, research has shown that children start developing the cognitive visual skills to identify the complex shapes of letters from as early as age two.

With proper support, children can read their first words by age three and some can read simple sentences by age four. Almost all children can learn the alphabet and to read a few words before age six; and

WHEREAS, the current trend is to hold back third graders who fail standardized reading tests, a method which has been proven mostly unsuccessful, ineffective and problematic from a budgetary standpoint and a dropout prevention measure; and

WHEREAS, under a tough policy adopted in Chicago in 1999, students held back in elementary school suffered lower rates of learning and a developmental mismatch with younger students in their class, according to the University of Chicago's Consortium on Chicago School Research. Some entered high school at 16 years old, instead of 14, and were more likely to drop out; and

WHEREAS, embracing and mandating reading literacy by the end of the first grade would allow for early identification of at-risk students during the prime of their developmental and cognitive years, thus enabling more successful diagnostic and intervention approaches such as tutoring, extra support and summer school to reduce the tendency for repeating grades in later years and possibly dropping out before graduation; and

WHEREAS, reading proficiency by the end of first grade would provide (1) a much needed confidence booster, (2) a reduction in academic and behavior problems in general education classes, (3) a decrease in the number of unnecessary referrals to special education, and would (4) build a stronger foundation for the educational skill set needed to assure graduation.

THEREFORE, BE IT RESOLVED that the NAACP opposes current trending policies that hold back students in the third grade who fail standardized tests in reading, math, etc; and

BE IT FURTHER RESOLVED that the NAACP advocates for reading proficiency by the end of the first grade in an effort to promote early literacy building interventions in pre-K through third grade that would make retention unnecessary; and

BE IT FINALLY RESOLVED that the NAACP Education Department will assemble a basic set of tools and training modules available to NAACP units to implement this crucial policy.

4, Universal Early Childhood Education

WHEREAS, the NAACP reaffirms its support for its 1977 resolution in support of Early Childhood Education; and

WHEREAS, pre-K does produce substantial long-term gains, particularly when programs are properly designed; and

WHEREAS, in response to the question whether the effects of high-quality preschool programs persist or fade out by third grade, the most recent peer-reviewed meta-analysis, summarizing the results of 123 studies, found that despite some decline in effects after children entered school, on average, effects did not disappear and remained substantial; and

WHEREAS, cognitive gains from preschool programs were larger when programs focused on intentional and individualized teaching and small group learning. Long-term effects include gains in achievement and in social-emotional development, less grade repetition and special education, and increasing high school graduation; and

WHEREAS, many studies find that large-scale public programs have produced meaningful long-term gains for children; and

WHEREAS, they have tended to produce smaller effects than some of the well-known small-scale programs, public programs also have been less well-funded and, therefore, less intensive. Quality matters greatly. Underfunded programs with low standards produce few significant benefits while higher quality large-scale programs have produced substantive long-term gains; and

WHEREAS, although estimates of cost-benefit ratios for high-quality early childhood education have varied (e.g., \$7to \$1,\$11 to \$1,\$16 to **\$1**), the \$7to \$1 figure is a reasonable estimate for the returns to public investment in one year of high-quality pre-K; and

WHEREAS, President Obama's recently-released budget provides the first details on how the President aims to fund his plan for the biggest expansion of early-childhood education since Head Start was launched nearly 50 years ago; and

WHEREAS, the plan would set aside \$750 million in 2014 for a new federal-state partnership to create preschool slots for all low-and moderate-income four-year-olds; and

WHEREAS, fewer than 3 in 10 four-year-olds are currently enrolled in high-quality programs; and

WHEREAS, to expand high-quality early learning opportunities in the years before preschool, the President will call for a significant investment in a new Early Head Start child care partnership. Competitive grants will support communities that expand the availability of Early Head Start and child care

providers that can meet the highest standards of quality for infants and toddlers, serving children from birth through age 3; and

WHEREAS, voluntary home visiting programs enable nurses, social workers and other professionals to connect families to services and educational support that will improve a child's health, development, and ability to learn. Having already committed \$1.5 billion to expand home visitation to hundreds of thousands of America's most vulnerable children and families across all 50 states, the President will pursue substantial investments to expand these important programs to reach additional families in need; and

WHEREAS, in order to access federal funding, states would be required to meet quality benchmarks that are linked to better outcomes for children including state-level standards for early learning, qualified teachers for all preschool classrooms, and a plan to implement comprehensive data and assessment systems; and

WHEREAS, preschool programs across the states would meet common and consistent standards for quality across all programs, including, well-trained teachers who are paid comparably to K-12 staff, small class sizes and low adult to child ratios, a rigorous curriculum, comprehensive health and related services, and effective evaluation and review of programs; and

WHEREAS, the President would pay for the program (aka Preschool for All) by increasing the federal tax on cigarettes to \$1.95 a pack from \$1.01.

BE IT THEREFORE RESOLVED, that the NAACP provides its support to the President and to Congress in enacting, and in implementing, a universal, high-quality pre-K early childhood education program.

HEALTH

1. NAACP Calls for Full Implementation of the Patient Protection & Affordable Care Act

WHEREAS, on March 23, 2010, H.R. 3590, the NAACP supported the *Patient Protection and Affordable Care Act* (ACA) which was signed into law by President Barack H. Obama; and

WHEREAS, on June 28, 2012 the Supreme Court of the United States deemed the ACA provision that states develop a state marketplace for residents to have health coverage was constitutional; and

WHEREAS, the ACA also includes the option for states to expand Medicaid coverage for individuals who may be employed and not able to afford healthcare coverage whose income level is between 133% and 400% of the Federal Poverty Level; and

WHEREAS, the success of the ACA depends now largely on how well it is implemented at the state level; and

WHEREAS, since the law passed, states have been instructed to prepare for statewide enrollment in October 2013 for marketplaces and the new pool of Medicaid eligible residents; and

WHEREAS, of the 50 states, in May 2013, approximately 20 governors & their state legislatures have opposed plans to expand Medicaid while two states have proposed to "weigh other options"; and

WHEREAS, many of the 22 governors have chosen to publically denounce the ACA on political principle while over 19,000,000 residents in these respective states continue to live without healthcare coverage.

THEREFORE, BE IT RESOLVED the NAACP reaffirms its 2010 and 2012 resolutions supporting the full implementation of the Affordable Care Act; and

BE IT FURTHER RESOLVED, the NAACP will urge state and local units to utilize their extensive network of clergy, government officials, community partners, and community members to conduct outreach activities directed toward our more difficult-to-reach-community members, informing them of health insurance marketplaces; and

BE IT FURTHER RESOLVED that the NAACP commends those states with governors who reversed their decisions to oppose Medicaid expansion and chose to implement this option including the states of Arizona and New Jersey; and

BE IT FURTHER RESOLVED, the NAACP opposes the decisions of either the governor and/or the state legislatures of following states: Alabama, Alaska, Georgia, Idaho, Indiana, Iowa, Louisiana, Maine, Mississippi, Nebraska, North Carolina, Oklahoma, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia, Wisconsin, and Wyoming that have chosen to oppose the ACA funds needed to expand services to the most vulnerable Americans who will now qualify for Medicaid under the new law; and

BE IT FINALLY RESOLVED that the NAACP directs all of its units in these states to take immediate action with legislative office visits, press conferences, public forums, op-ed's and other promotional initiatives to speak out against these decisions.

2. NAACP Opposes Funding Cuts to Support Healthy Start Programs Across the U.S.

WHEREAS, infant mortality and low birth weight remain major public health issues in the U.S.; and

WHEREAS, both infant mortality and low birth weight among African American women is more than two times higher than that of white women; and

WHEREAS, in 1991, the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) funded 15 urban and rural sites in communities with infant mortality rates that were 1.5 - 2.5 times the national average to begin the Healthy Start Initiative; and

WHEREAS, Healthy Start Programs across the US address the core services of direct outreach, client recruitment, health education, case management, depression screening, referral and inter-conceptional care services for those women of racial and ethnic minority communities; and

WHEREAS, over 90% of all Healthy Start families that receive services are African American, Hispanic, or Native American; and

WHEREAS, out of 35,156 people served in Healthy Start Programs, 61.4% of children were African American; and

WHEREAS, out of the total number of live births targeted and served by Healthy Start in 2011, 58.2% were African American mothers and children; and

WHEREAS, in 2011, the Healthy Start Program served over 35,000 women who have delivered 43,809 babies, not including 29,552 at-risk women served before or after pregnancy 39,684 at-risk infants, and children and 7,067 men.

THEREFORE BE IT RESOLVED, that the NAACP supports the President's proposed budget to sustain federal funding for Healthy Start at \$104 million; and

BE IT FURTHER RESOLVED, that the NAACP encourages local units and state Conferences to partner with local Healthy Start programs by hosting community forums to raise awareness of the benefits available to eligible residents and build community coalitions to support funding for healthy start programs within their area; and

BE IT FINALLY RESOLVED, that the NAACP encourages all local units and state conferences to support Healthy Start programs in your jurisdiction by contacting their federal and state legislative leaders to ask them to maintain their current Healthy Start services with no cuts to the proposed budget.

3. NAACP Healthy Living Program

WHEREAS, all Americans are constantly exposed to unhealthy foods through commercial ads enticing purchases at local grocery stores and schools. An alarming number of African Americans are obese and are suffering adverse health issues; and

WHEREAS, poly-unsaturated, mono-unsaturated and omega-3 fats are all good lifestyle choices. These good fats lower your LDL cholesterol and raise your HDL cholesterol, which correlates with decreased risk for heart disease; and

WHEREAS, according to the American Heart Society in 2009, cardiovascular disease caused the deaths of 46,334 black males and 48,070 black females; and

WHEREAS, members who participate in minimizing their consumption of sweets, soft drinks, sugary fruit juices and choose whole fruits, water, and freshly-squeezed juices instead places them on a healthy path; and

WHEREAS, those who eat a variety of fruits and vegetables for their high vitamin and mineral content will consume fewer processed foods. Enjoying whole grains such as whole wheat pasta, brown rice and many others will contribute to members whole healthy lifestyle; and

WHEREAS, light exercise is a great way to keep bodies physically fit. Four out of every five African Americans are overweight or obese according to data released by The U.S. Department of Health & Human Services' Office of Minority Health; and

WHEREAS, studies show that African American youth and adults averaged 75 minutes of exercise a week, less than the 150 minutes of moderate exercise that is recommended by the Centers of Disease Control and Prevention.

THEREFORE BE IT RESOLVED, that the NAACP implement a Healthy Living Program designed to improve the quality of life for NAACP members; and

BE IT FINALLY RESOLVED, the NAACP units are encouraged to offer healthy food and exercise options during conventions, meetings, and other events.

4. Increase Number of Residency Opportunities for Primary Care Doctors

WHEREAS, with the passage of the Patient Protection and Affordable Care Act (PPACA) in 2010, a great deal of concern has grown around the issue of access to primary care and preventive services for those currently insured and the estimated 30 million uninsured expected to begin enrollment in 2014; and

WHEREAS, according to the Kaiser Family Foundation 56% of patient visits are primary care, only 37% of physicians practice primary medicine, and only 8% of medical school graduates go into family medicine; and

WHEREAS, the Association of American Medical Colleges estimates a shortage of 63,000 doctors by 2015 and 130,600 by 2025, primarily due to limits placed on residency programs; and

WHEREAS, the need for physicians of color in the United States is especially acute, with blacks, Latinos, and Native Americans making up 25% of the population, but only 6% of practicing physicians; and

WHEREAS, blacks and Latinos are more likely to not only express an interest in primary care, but they are also more willing to practice medicine in underserved communities than any other group.

THEREFORE, BE IT RESOLVED, that the NAACP will encourage its members to contact Congressional leaders and call for changes to funding of residencies, so that institutions can hire more medical school graduates who promise to focus or specialize on primary care; and

BE IT ALSO RESOLVED, that most of this funding be distributed to institutions that focus on hiring and training black and Latino doctors seeking to work in communities most in need; and

BE IT FINALLY RESOLVED, that this legislation includes additional funding for medical school students focusing on general (primary care), internal medicine and family medicine.

.INTERNAL AFFAIRS

1. *RJVised Updatedl.anguag..Artfole/X, Section 2(1)(3), in the Bylaws for the Units*

CURRENT

3. Have printed, mimeographed, or typewritten, one complete ballot containing in alphabetical order, for each office and Executive Committee, the names of all persons nominated for office.

CHANGE

3. Have printed, ballots containing in alphabetical order by last name, the names of all persons nominated for office and executive committee that were properly received at the October General Membership meeting for each office to be elected and Executive Committee.

2. NAACP Member \$11p Rosters be Distributed to the Unit \$ Annually .

Concurred as amended Adopted as amended

WHEREAS, units have only limited access to membership records for their respective unit through the membership office by telephone/email; and

WHEREAS, units with large membership databases, require more direct access to their membership records to ensure accuracy in a timely manner.

THEREFORE, BE IT RESOLVED that the NAACP distribute password protected digital database files of the membership rosters annually by August 1 of each year for branches and by February 15th for youth council and college chapters to ensure reporting accuracy for the unit and the national membership office.

LABOR & EMPLOYMENT

1. NAACP Supports Workers Rights as Civil Rights Opposed So-called "Right-to-Work" Legislation and Initiatives .

WHEREAS, the NAACP has a long standing and rich history of working with labor unions to promote fair wages, good benefits, workplace protections and equal opportunities and has passed numerous resolutions and action items in support of the right and freedom to unionize and collectively bargain for all American workers; and

WHEREAS, across the country, workers are facing a barrage of legislative attacks at the local, state, and federal level which would restrict their rights to form unions and bargain collectively, including so-called "right-to-work" legislation; and

WHEREAS, so-called "right-to-work" laws make it more difficult for workers to organize and enter into a union contract to help pay for the expenses that the union incurs while protecting the rights of all employees; and

WHEREAS, on December 11, 2012, Michigan became the 24th state to enact an anti-union so-called "right-to-work" law; and

WHEREAS, studies demonstrate that deceptively titled "right-to-work" laws drive down wages for all workers, including non-union members, women, and people

of color. Workers living in so-called "right-to-work" states earn approximately \$1,500 less per year than workers in states without these laws. The wage disparity penalty is even worse for women and workers of color; and

WHEREAS, in 1961, when Dr. Martin Luther King Jr., addressed the AFL-CIO Fourth Constitutional Convention in Bal Harbour, Fla., he spoke of the "unity of purpose" between the labor movement and the movement for civil rights. He said: "Our needs are identical with labor's needs: decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community"; and

WHEREAS, the NAACP has passed numerous resolutions advocating on behalf of workers' rights for over 60 years.

THEREFORE BE IT RESOLVED that the NAACP advocates for the repeal of all so-called "right-to-work" laws that have been enacted and oppose all that are being considered by a local, state or the federal legislature; and

BE IT FURTHER RESOLVED that the NAACP reiterates its strong support for all workers to collectively bargain for their wages, benefits, working conditions, and other rights; and

BE IT FINALLY RESOLVED that the NAACP, recognizing that "workers' rights" are "civil rights" is committed to work in coordination with other like-minded individuals, organizations, and groups which may be opposed to so-called "right-to-work" laws either through political, legal, or other advocacy means.

2. Fairness in Labor Practices in the Auto Industry

WHEREAS, the National Association for the Advancement of Colored People (NAACP) is concerned about the growing income inequality and the decline of the middle class living standards in our nation; and

WHEREAS, the hollowing out of the middle class is directly related to the decline in unionization, since unions are a vehicle to turn low wage jobs into middle class jobs; and

WHEREAS, the United Nations' International Labour Organizations (ILO) Declaration of Fundamental Principles and Rights at Work states that the right to organize unions and participate in collective bargaining is a universal human right; and

WHEREAS, it is the duty, responsibility and continuing mission of the NAACP to support the right of working people to freely organize unions without being threatened or intimidated; and

WHEREAS, it is problematic and a violation of human and civil rights when foreign automakers operate in the United States and deny or suppress Americans the same union and collective bargaining rights as workers in Japan and other countries all over the world; and

WHEREAS, these workers' rights violations by foreign automakers are most prominently occurring in the southern part of the United States whereby local and state governments usually give tax and other incentives to the automakers; and

WHEREAS, workers around the country including most recently Canton, Mississippi of international automaker giant, Nissan, have expressed interest in being treated as workers in other countries by having a union in order to have a voice on the job and to address issues of fairness and safety; and

WHEREAS, these workers are interested in setting a precedent which would benefit workers in other states by successfully forming a union as a positive step that would support their rights, show mutual respect, and aid in the company's success through collaboration and partnership; and

WHEREAS, Nissan-Canton, much as other foreign automakers, has responded to the union interest activity by suppressing union activity, and having individual and group meetings to show videos implying that there would be negative consequences and potential loss of jobs if the workers exercised their right to unionize; thereby reducing U.S. citizens to second class members of its international workforce.

THEREFORE BE IT RESOLVED, that the National Association for the Advancement of Colored People reaffirm its commitment to the right to fair labor practices and unionization by demanding that Nissan and fellow foreign automakers afford their American workers the same employment rights as those extended to their workforces in other countries around the world; and

BE IT FURTHER RESOLVED, that the NAACP requests that Nissan, and other foreign automakers, abandon their anti-union agenda and treat American workers with the same human rights to organize a union and engage in collective bargaining that they provide around the world; and

BE IT FINALLY RESOLVED that the NAACP will work with units, community leaders, clergy, students, civil rights leaders and other partner organizations to demand that Nissan and other foreign automakers respect the workers right to a free and fair election to unionize.

LEGISLATIVE

1. NAACP Supports Diversity In Media Ownership, Calls for the FCC to Take Steps to Encourage More Racial and Ethnic Minority Media Ownership

WHEREAS, vibrant public dialogue- facilitated by a diverse array of media outlets- has long been a cornerstone of American Democracy. Even more central to our national identity is our capacity to question, stand up, and speak out; and

WHEREAS, the civil rights community has long regarded the expansion of racial and ethnic minority and female ownership in media as an important goal because of the powerful role the media plays in the democratic process, as well as in shaping perceptions about who we are as individuals and as a nation; and

WHEREAS, for more than two decades, the Federal Communications Commission (FCC) promoted minority media ownership in broadcasting and cable; yet the current FCC presently has no meaningful policies to address racial and gender inequities in media ownership and has ignored the impact of its media ownership rules on those inequities; and

WHEREAS, within the past ten years, media ownership has been consolidating: despite the fact that broadcast media continues to be the primary source of local news, with 74% of adults getting local news from local TV stations, 51% getting it from radio broadcasts, and 50% from local newspapers. Furthermore, while African Americans, Latinos, Asian Americans, and Native Americans make up over one third of the U.S. population, they own only 7.2% of all full-power radio and TV stations. Women make up 51% of the U.S. population, yet own less than 6% of full-power commercial radio and TV stations; and

WHEREAS, slightly less than a third (30%) of African Americans report getting most of their national and international news from newspapers. The majority of African Americans receive most of their news from television; and

WHEREAS, in addition to a loss of perspective, media ownership consolidation represents a loss in potential income for racial and ethnic minorities as well; and

WHEREAS, according to a 2011 study, African American buying power will have gained 35%, reaching 1.1 trillion dollars in 2015, up from \$913 billion in 2008.

Although African Americans comprise only 12 percent of the U.S. population, they consistently outspend all ethnic groups in several key categories, including electronics and entertainment. Despite these facts, however, advertising in minority owned media dropped precipitously with the onset of the latest economic downturn and has not regained its previous strength, thus leading to the closing or consolidation of more minority owned media outlets over the last 10 years.

THEREFORE BE IT RESOLVED, that the NAACP demands that the Federal Communications Commission (FCC) develop guidelines which will promote diversity and that comply with the Supreme Court's decisions; and

BE IT FURTHER RESOLVED that the NAACP strongly encourages the FCC to prioritize diversity in all policy and guideline changes which would further limit or in any other way lead to the decline of diversity within media ownership; and

BE IT FURTHER RESOLVED that the NAACP calls on major companies to put more of their advertising resources into minority-owned media outlets, including radio, television, newspapers, new media and magazines, whether it be directly or through minority owned advertising and marketing agencies; and

BE IT FURTHER RESOLVED that we reaffirm the Fair Share Agreements from years 1983, 1989, 1990 and 1997; and

BE IT FINALLY RESOLVED that the NAACP Washington Bureau advocate to increase media ownership diversity.

2. NAACP Supports the Federal Communication Commission's Lifeline Program

WHEREAS, access to effective communication services is essential for finding a job, connecting with family, or getting help in an emergency; and

WHEREAS, in 1985, President Ronald Reagan and the U.S. Congress, recognizing the benefits of ready communication to all Americans, implemented the Lifeline program to provide subsidized basic phone service for low-income consumers; and

WHEREAS, in recognition of the technological shift toward and benefits of mobility, the Federal Communications Commission (FCC) under George W. Bush expanded the program to include wireless service in 2005; and

WHEREAS, the Lifeline government benefit program, which is supported by the federal universal service fund, has provided a discount on phone service for

qualifying low-income consumers to ensure that all Americans have the opportunities and security that phone service brings; and

WHEREAS, the Lifeline program is available to eligible low-income consumers in every state, territory, commonwealth, and on Tribal lands; and

WHEREAS, the Lifeline program is available to consumers with an income that is at or below 135% of the Federal Poverty Guidelines or those who participate in a qualifying state, federal or Tribal assistance program including Medicaid, Supplemental Nutrition Assistance Program (SNAP, formerly known as Food Stamps), Section 8, LIHEAP, Free Lunch Program, and others; and

WHEREAS, for a typical Lifeline subscriber, the service is a desperately needed safety net; and

WHEREAS, more than 80% of Lifeline subscribers in 2011 had an average household income below \$15,000 and the average age was 51; and

WHEREAS, in 2011 more than 45% of Lifeline subscribers were Caucasian compared to 40% who were African American and 7% who were Hispanic; and

WHEREAS, an eligible consumer may receive a discount on either a wireline for phone service or wireless service; and

WHEREAS, in January 2012 the Federal Communications Commission reformed and modernized the Lifeline program to eliminate waste, fraud and abuse and to improve effectiveness and to reflect the changing needs of the communities served by Lifeline including rules that have failed to keep pace as consumers increasingly choose wireless phone service; and

WHEREAS, indeed, the program has seen an influx in new users over the past several years after the eligibility expanded to include mobile phones; and

WHEREAS, the percentage of low-income households with phone service has increased from 80% in 1985, when Lifeline began, to nearly 92% in 2011.

THEREFORE BE IT RESOLVED that the NAACP strongly supports the continuation of the Lifeline government benefit program; and

BE IT FURTHER RESOLVED that the NAACP opposes efforts to cap the Lifeline fund, as such an action would be contrary to the goal of ensuring communications services to all Americans regardless of their income; and

BE IT FURTHER RESOLVED that the NAACP opposes proposals to require Lifeline subscribers to pay some dollar amount each month toward their services, since such a requirement could constitute a substantial burden on Lifeline subscribers; and

BE IT FINALLY RESOLVED that the NAACP Washington Bureau should advocate on behalf of the continued robust Lifeline program and support legislation to expand the Lifeline program to include broadband service and give preference to providers that have a digital literacy component.

3, . NAACP Strongly Supports an Increase in the Federal Minimum Wage.

WHEREAS, the federal minimum wage has lost more than 30% of its value and would be more than \$10.55 per hour today if it had kept pace with the cost of living over the past forty years; and

WHEREAS, the current wage of \$7.25 was implemented in July 2009, the final of three increases resulting from 2007 legislation signed by President George W. Bush; and

WHEREAS, the minimum wage today pays only \$15,000 per year, which is \$3,000 below the poverty level for a family of 3; and

WHEREAS, the minimum wage for tipped workers has been frozen at a meager \$2.13 per hour for more than twenty years; and

WHEREAS, the NAACP has supported an increase in the federal minimum wage in resolutions in 1976, 1977, 1979, 1987, 1996, 2006, 2007; and

WHEREAS, in March 2013, Senator Tom Harkin (IA) and Congressman George Miller (CA), introduced the *Fair Minimum Wage Act of 2013* (S. 460 / H.R. 1010); and

WHEREAS, this vital legislation would increase the federal minimum wage to \$10.10 by 2015, in three steps of 95 cents each; and

WHEREAS, the *Fair Minimum Wage Act* would also raise the minimum wage for tipped workers to 70% of the minimum wage; and

WHEREAS, the *Fair Minimum Wage Act* would then adjust the minimum wage each year to keep pace with the rising cost of living starting in 2016 – a key policy reform known as "indexing," which ten states are already using, to prevent the minimum wage from falling in value each year and to ensure that it is not held hostage to political whims; and

WHEREAS, the *Fair Minimum Wage Act of 2013* would help restore the minimum wage to its historic level, making up for decades of erosion; and

WHEREAS, more than 30 million workers would receive a raise from the *Fair Minimum Wage Act of 2013*; the majority of this money would be directly reinvested into our national economy; and

WHEREAS, the *Fair Minimum Wage Act of 2013* would generate more than \$32 billion in new economic activity, translating to 140,000 new full-time jobs as higher sales lead businesses to hire more employees; and

WHEREAS, of the workers who would benefit from the *Fair Minimum Wage Act*, 88% are adults over the age of twenty, 56% are women, nearly half are workers of color, and over 43% have some college education; and

WHEREAS, the *Fair Minimum Wage Act* will boost the minimum wage to \$21,000, lifting families above the poverty line; and

WHEREAS, the *Fair Minimum Wage Act* brings the minimum wage to an acceptable base, and then indexes it to inflation so that it does not take an act of Congress to make certain that it keeps pace with the economic circumstances of our time.

THEREFORE BE IT RESOLVED, that the NAACP strongly supports and endorses the *Fair Minimum Wage Act of 2013*; and

BE IT FURTHER RESOLVED that the NAACP Washington Bureau promote enactment of the *Fair Minimum Wage Act* through Action Alerts and other means; and

BE IT FINALLY RESOLVED that the NAACP specifically endorses and supports an increase in the federal Minimum Wage for all workers, and that the NAACP supports an increase in the tipped Minimum Wage and that the NAACP strongly supports indexing the minimum wage to inflation.

4. NAACP Supports Uniform Heirs Property Laws

WHEREAS, African-American land ownership has rapidly declined, and according to a U.S. Agriculture Census data on African-American farmland ownership, it has experienced a drastic decline from its peak of 15 million acres in 1910 to 2.4 million acres in 1997; and

WHEREAS, "heirs property" is created when a landowner dies without a will and his or her property is passed down to two or more heirs, who are then co-owners. If one of those heirs then dies, their portion of the property passes to their heirs, causing there to be even more total co-owners of the property; and

WHEREAS, "heirs property" is a form of land ownership that is common in African American and low-income communities, since many do not draft wills; and

WHEREAS, "heirs property" is often owned within a single family for multiple generations, sometimes spanning a century or longer, and often has enormous historical, ancestral, or other significant non-economic value in addition to its financial value; and

WHEREAS, any one of the co-owners has the right to ask a court for a partition sale, no matter how small their share or how little time they have been a co-owner. In this case the court will either: a) physically divide the entire property among the co-owners so that each has their own separate piece; or b) sell the entire property at auction so that the owner can get money for his/her interest; and

WHEREAS, the court can choose to sell the property at auction if it is proven that the property cannot be divided, which in many states means simply that a) the value of the property would go down if it were divided; b) the divided pieces would be worth less than the property sold as a whole (which is nearly always true); or c) division might be "inconvenient" for even one owner; and

WHEREAS, there is no requirement that auctioned property sell for fair value, and the co-owner seeking sale is often the only one who can afford to bid; and

WHEREAS, the attorney who brought the partition sale action takes his fee from the sale proceeds before they are divided, meaning that all of the owners essentially pay for the attorney, even if they opposed the sale; and

WHEREAS, land developers or speculators who cannot convince all of the co-owners to sell need only acquire one owner's interest, at which point they can force a partition sale and then (as the only party with cash on hand) buy the entire tract of land for a fraction of its actual value, forcing off the land any family members who may have lived on the property their whole lives.

WHEREAS, the USDA and other entities have found that heirs property ownership is one of the primary methods by which African American-owned lands are lost.

THEREFORE BE IT RESOLVED, the NAACP encourages individuals to develop estate planning including wills that protect the integrity of the property; and

BE IT FURTHER RESOLVED, that the NAACP would urge its State/State-Area Conferences to support changes to partition laws in each state to, a) require the owner seeking sale to offer his/her interest to the owners that want to keep the

property in the family; b) require courts weighing division versus sale to consider the interests of all co-tenants as a group and to factor in noneconomic considerations, such as the historic value of the property and the length of time it has been owned by the family; and c) require sales to be done using a real estate broker who markets the property rather than auctioning it on the courthouse steps; and

BE IT FINALLY RESOLVED, the NAACP support legislation on the state and federal level such as the Uniform Partition of Heirs Property Act, as approved by the Council of State Governments, which provides the protections listed above.

5. NAACP Support Safe, Sane and Sensible Law to Prevent Gun Violence

WHEREAS, current estimates are that there are 270 million guns held by civilians in the United States today. That means there are almost 90 firearms for every 100 men, women and children in the U.S. today; and

WHEREAS, people of color account for the majority of gun-violence victims. There are large racial disparities in homicide rates due to gun violence. The gun-homicide rate for black males is 2.4 times as high as that of Latino males, and it is 15.3 times as high as the rate for non-Hispanic white males. Murder and non-negligent manslaughter victims are most frequently black or Latino, with blacks comprising 67 percent of victims and Latinos comprising 28.1 percent. Blacks make up roughly 13 percent of the U.S. population, but in 2010-the last year for which data is available-they suffered 56 percent of all firearm homicides; and

WHEREAS, gun injuries disproportionately affect communities of color. Of the 34,347 children and teens who suffered gun injuries in the United States in 2008 and 2009, almost half were black, and more than one-fifth were Latino. Black teens alone are 25 times more likely to be injured by a gun than white teens; and

WHEREAS, the cost of gun violence is a significant burden on the health care system. Firearm-related injuries generally require hospitalization and significant emergency center resources. In 2005, U.S hospitals charged \$108.4 million to care for about 10,000 victims of firearm injuries. This strains the health services available in disadvantaged areas and exacerbates the health disparities that already exist within communities of color; and

WHEREAS, an estimated 40 percent of U.S. gun sales-more than 6 million gun transfers-originate from private sellers, who are not required to perform background checks. It is this loophole that primarily enables the transfer of guns from dealers to city neighborhoods; and

WHEREAS, on April 17, 2013, the United States Senate voted against a modest background check proposal therefore stalling meaningful gun violence prevention legislation for the time being; and

WHEREAS, it is outrageous and unacceptable that some senators decided to put the profit interests of the gun lobby and gun manufacturers, dealers and distributors ahead of the protection of the people and the lives of our children; and

WHEREAS, since the *Brady Handgun Violence Prevention Act* was passed in 1993 to mandate all licensed gun dealers perform universal background checks, the FBI has conducted more than 150 million background checks in connection with gun sales, blocking gun transfers in more than 1.7 million instances; and

WHEREAS, despite the success of National Instant Criminal Background Check System, ten states have failed to provide any mental health records to the National Instant Criminal Background Check System, and 18 others have submitted fewer than 100 records since the creation of the system in 1999; and

WHEREAS, since the expiration of the assault weapons ban in 2004, the number of shootings per year in which an assault weapon was used has doubled, and the number of victims per year has nearly tripled; and

WHEREAS, assault weapons are military-style weapons of war, made for offensive military battlefields. They are weapons of choice for criminal gangs, drug dealers, police murderers and mass killers and have no place in civilized society; and

WHEREAS, high capacity ammunition clips allow shooters to shoot as many as 100 bullets before stopping to reload. In the cases of numerous mass shootings, killers were stopped only when they were forced to pause to reload their weapons; and

WHEREAS, some proposals have called for police officers or armed security personnel, also known in some areas as "Resource Officers" to be placed in schools across the country or to arm teachers or administrators; and

WHEREAS, there exists a body of literature that argues that police in schools has the result of criminalizing student behavior such as class skipping and other acts of defiance and pipelining kids into the juvenile justice system, often referred to as the 'school to prison pipeline,' rather than in-school counseling and discipline; and

WHEREAS, rather than criminalizing children or adding more guns into the school environment, our nation should focus on providing resources so that more counselors and mental health professionals can be hired and placed in public schools to help assist, monitor and prevent violence before it happens, while securing schools to prevent gun violence from entering the school and enhancing security for students traveling to and from school.

THEREFORE, BE IT RESOLVED, that the NAACP specifically calls for a permanent ban on the sale, transfer, importation, and manufacturing of military-style assault weapons as well as large-capacity magazines and other ammunition feeding devices that hold more than 10 rounds of ammunition; and

BE IT FURTHER RESOLVED that the NAACP calls for comprehensive, universal background checks of all gun purchasers, including those who buy their guns through private sales, gun shows or through the internet; and

BE IT FURTHER RESOLVED that the NAACP calls on the federal government to withhold grants and funding to states and federal agencies until they submit information about disqualified individuals, including mentally ill and other dangerous people for inclusion in the National Instant Criminal Background Check System; and

BE IT FURTHER RESOLVED that the NAACP reiterates its call for an increase in federal resources for more comprehensive security, including technology and community policing, in high-crime neighborhoods surrounding some schools; and

BE IT FURTHER RESOLVED that we reiterate our request for support for more counselors and mental health professionals in all schools to help stop all types of violence; and

BE IT FURTHER RESOLVED, the NAACP opposes any policy recommendations that increase the presence of armed guards inside schools and/or criminalizes students for non-violent behaviors; and

BE IT FINALLY RESOLVED, that the NAACP reiterates its strong support for safe, sane and sensible measures to end gun violence.

6. NAACP Supports the Global Arms Trade Treaty

WHEREAS, the global trade in weapons is currently not only huge but also very poorly regulated; and

WHEREAS, illicitly (although not necessarily illegally) traded weapons and ammunition currently promote conflict, violence, bloodshed and heartbreak which in turn costs countries an estimated \$18 billion a year in lost development opportunities. This money could be spent on projects such as education, health care, roads and clean water; and

WHEREAS, internationally, manufacturers produce about 8 million new small arms and light armaments every year and 12 billion more units of ammunition (almost two for every person on the planet); and

WHEREAS, by the end of 2010, more than 27 million people worldwide had been displaced by armed conflict, violence and human rights violations; and

WHEREAS, although the United States currently has some of the most stringent standards for the international transfer of weapons, weak laws in many other countries allow unscrupulous arms brokers to traffic weapons across borders, making it easy for war lords, human rights abusers, and criminals to buy and use guns and ammunition; and

WHEREAS, there are currently more international laws governing the trade of bananas than the trade of AK-47s; and

WHEREAS, on April 2, 2013, the United Nations General Assembly voted by a margin of 153 to 3 in support of a global arms treaty to help keep arms out of the hands of known war criminals as well as those fueling conflict and poverty; and

WHEREAS, the Global Arms Trade Treaty establishes a new global standard that puts countries on notice that it is no longer acceptable to supply weapons to known criminals with no sense of accountability for the evil ways in which these arms will be used; and

WHEREAS, the treaty is a legally binding agreement between nations to prevent the irresponsible sale of weapons across borders and would restrict the transfer of weapons when there is a risk that the arms could undermine peace and stability to be used to commit violations of international humanitarian and human rights laws, or slow development; it establishes international standards for the import, export and transfer of conventional weapons and ammunition; and it promotes transparency and accountability in the international arms market.

THEREFORE BE IT RESOLVED that the NAACP supports the Global Arms Trade Treaty and calls for the United States Senate to ratify the Treaty.

7. NAACP Supports Proposed Rule by the Federal Communications Commission (FCC) to Stop Exorbitant, Predatory Phone Rates for Incarcerated People

WHEREAS, racial and ethnic minorities, and specifically African Americans, are vastly over-represented among the prison population; and

WHEREAS, although African Americans are just under 14% of the overall population, they are over 40% of our nation's current prison population; and

WHEREAS, 1 in 9 African American children have an incarcerated parent today; and

WHEREAS, African Americans are also vastly over-represented among Americans who live below the poverty line; and

WHEREAS, telephone calls are a critical tool to protect civil rights-to improve the likelihood inmates have a chance to become productive members of society after incarceration, to enhance the safety of prison facilities, and to help ensure that the civil rights of people who are incarcerated are not abused; and

WHEREAS, studies have demonstrated and common sense dictates that maintaining a connection with loved ones, friends, and families while incarcerated is a key component in reducing recidivism; and

WHEREAS, sadly, some prisoners and their families have been charged exorbitant, predatory rates for phone service. Charging up to 24 times a normal call, these unscrupulous phone service providers have been known to charge more than \$3.00 per minute; and

WHEREAS, given the importance of phone calls to inmates and their families, friends, and loved ones, and the disproportionate impact that targeted, high cost phone service has on African Americans, the NAACP has worked independently and with other groups across the political spectrum and from the religious, civil rights and human rights communities for over 10 years advocating that the Federal Communications Commission (FCC) reduce and establish a cap on the cost of prison phone rates; and

WHEREAS, on December 28, 2012, the FCC announced a proposed rule to help the hundreds of thousands of prisoners and their families by reducing and capping the high phone rates.

THEREFORE BE IT RESOLVED that the NAACP strongly supports the efforts of the FCC to reduce and cap prison phone rates.

a, Support for Micronesians Living in the United States

WHEREAS, the United States since 1947 held administrative oversight of the Micronesian islands region ("Trust Territory") under the United Nations' "Trust Territory of the Pacific Islands" with the stated objective "to promote the development of the inhabitants of the trust territory toward self-government or independence," "to promote the economic advancement and self-sufficiency of the inhabitants," and "to protect the inhabitants against the loss of their lands and resources" (Trusteeship Agreement for the Former Japanese Mandated Islands, 61 Stat. 3301, 80th Cong. (1947)); and

WHEREAS, between 1947 and 1958, while overseeing the Trust Territory, the United States conducted extensive nuclear testing on Bikini and Enewetak Atolls (Marshall Islands) with a total yield of 108 megatons, the equivalent of dropping 1.6 Hiroshima bombs every day for the entire 12-year period; and

WHEREAS, the United States entered into a Compact of Free Association ("COFA") agreement with the independent nations of the Federated States of Micronesia in 1986, the Republic of the Marshall Islands in 1986, and the Republic of Palau in 1994; and

WHEREAS, the COFA agreement established the foundation for reparations by stating that the United States "accepts the responsibility for compensation owing to citizens of the Marshall Islands or the Federated States of Micronesia for loss or damage to property and person or resulting from the nuclear testing program which the Government of the United States conducted in the Northern Marshall Islands between June 30, 1946, and August 18, 1958" (Compact of Free Association of 1985, 99 Stat. 1770, 99th Cong. (1986)); and

WHEREAS, the United States continues to rely heavily on the COFA nations as part of its national defense strategy demonstrated by its exclusive military control over the entire Micronesian region, significant financial investment in the Ronald Reagan Ballistic Missile Defense Test Site on Kwajalein Atoll in the Marshall Islands; and

WHEREAS, the COFA agreement allows citizens of these nations free and relatively unrestricted travel to the United States in order to work and establish residence; and

WHEREAS, Micronesians have suffered tremendous harms to their homeland and health, and continue to suffer discrimination in America through policies and rhetoric that discriminatorily target Micronesian communities thus exacerbating the health disparities faced by Micronesians legally living in Micronesia and the United States, including high rates of diabetes and cancer; and

WHEREAS, large communities of Micronesians are legally living in Hawaii, Arkansas, Washington, California, and Oklahoma under the COFA agreement; and

WHEREAS, the United States failed to fulfill promises made to Micronesian migrants from the COFA nations legally living in the United States (and its territories), as demonstrated by the denial of certain federal benefits, including Medicaid, under Title IV of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 which restricts welfare and public benefits for aliens; and

WHEREAS, Congress considered legislation that would include the restoration of federal health benefits for Micronesians through S. 2474, called the "Health Equity and Accountability Act of 2012" (A bill introduced on April 26, 2012 to improve the health of minority individuals, and for other purposes, but was not enacted.); and

WHEREAS, the National Association for the Advancement of Colored People cannot remain silent while persons in the United States suffer harms and injustice through the absence of protective laws and benefits, coupled with the presence of racism and anti-immigration sentiments.

THEREFORE, BE IT RESOLVED that the National Association for the Advancement of Colored People affirms its support to Micronesians legally living in the United States under the COFA agreement; and

BE IT FINALLY RESOLVED that the National Association for the Advancement of Colored People through its staff and/or volunteers demonstrate such support through written statements to members of Congress for redress of COFA migrants by calling for an amendment to Title IV of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 to permit Medicaid coverage for citizens of the Freely Associated States lawfully residing in the United States under the Compacts of Free Association between the Government of the United States and the Governments of the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.

9. Celebrate and Defend the Fourteenth Amendment

WHEREAS, Americans of African descent contributed mightily to the economic, cultural and social life of the country that became the United States from their first moments on the North American continent, without the rights of citizenship for hundreds of those years; and

WHEREAS, the 1857 Supreme Court decision in *Dred Scott v. Sanford* regarded all Americans of African descent- free or slaves – as non-citizens without either the natural rights of human beings or the political rights of citizens; and

WHEREAS, the Fourteenth Amendment to the Constitution of the United States was adopted in July 1868, and superseded the Dred Scott decision and promised equal rights before the law and citizenship to all born or naturalized here; and

WHEREAS, Supreme Court Justice Thurgood Marshall, in a 1987 speech on the occasion of the bicentennial of the Constitution, noted the effect of the Fourteenth Amendment and said: *"While the Union survived the civil war, the Constitution did not. In its place arose a new, more promising basis for justice and equality, the 14th Amendment, ensuring protection of the life, liberty, and property of all persons against deprivations without due process, and guaranteeing equal protection of the laws";* and

WHEREAS, Section One of the Fourteenth Amendment reads: *All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws;* and

WHEREAS, the phrase "subject to the jurisdiction" excluded only children of foreign diplomats and Native Americans living on reservations at the time the amendment was written, and included all the children of immigrants; and

WHEREAS, the phrase "all persons born" immediately conferred citizenship to Freedmen and women, the children of slaves and all those born in the United States, whether or not their parents held proper citizenship documents; and

WHEREAS, the 1898 Supreme Court decision in *United States v. Wong Kim Ark* held that the guarantee of citizenship applies to children of foreigners that are born in the United States, even if their parents are not American citizens and are not eligible to become U.S. citizens; and

WHEREAS, the Fourteenth Amendment was, and remains, a guarantee of the voting rights promised in the Fifteenth Amendment. And the Supreme Court in 1966 in *Katzenbach v. Morgan* invoked the equal protection clause of the Fourteenth Amendment in defense of the Voting Rights Act; and

WHEREAS, as soon as the Fourteenth Amendment was adopted, a long campaign – sometimes violent, sometimes in the courts and legislatures and sometimes intellectual and political – began attempting to nullify the provisions, rendering them mute and ineffective, destroying the foundations of a democratic society; and

WHEREAS, the Civil Rights Act of 1875 banned racial discrimination in public accommodations and transportation and was based on the Fourteenth Amendment's protections; and

WHEREAS, in 1883 the Supreme Court invalidated the Civil Rights Act of 1875, claiming that the Fourteenth Amendment held sway over the actions of state governments, but not over individuals or local jurisprudence, thus severely restricting the reach of the Fourteenth Amendment; and

WHEREAS, the so-called Black Code laws that began as the gains of Reconstruction were taken away. Jim Crow segregation, lynch-mob law and the second class citizenship became the *de facto* law of the land, all of which opposed both the letter and intent of the Fourteenth Amendment; and

WHEREAS, the Supreme Court decision in *Brown v. Board of Education* in 1954 was based on the equal protection clause of the Fourteenth Amendment and ruled that the Black Code laws and Jim Crow segregation were unconstitutional; and

WHEREAS, the 1958 resolution of the Lee-Jackson Camp of the Sons of Confederate Veterans was typical of nee-Confederate and white supremacist arguments at that time and now, in that it argued that "the Fourteenth Amendment ... was ratified in such a defective manner as to make said ratification ineffective ... and that said amendment is no part of the Constitution"; and

WHEREAS, the militia movement, the Posse Comitatus, sovereigns and organizations such as the Montana Freemen and many others starting in the 1980's and continuing into today contend that those they deemed "white Christians" had rights based on the Preamble to the Constitution that were superior to the rights of those they called "Fourteenth Amendment citizens." An elaborate legal and theological rationale was constructed by this new white supremacist movement. All of it was aimed at undermining the letter, spirit and authority of the Fourteenth Amendment; and

WHEREAS, the Republican Party, in its 1996 convention platform, adopted a plank aimed squarely at nullifying the letter and spirit of the Fourteenth Amendment that read, in part: "We support a constitutional amendment or constitutionally-valid legislation declaring that children born in the United States of parents who are not legally present in the United States or who are not long-term residents are not automatically citizens"; and

WHEREAS, members of the House of Representatives, in multiple congresses, have sponsored legislation aimed at ending birthrights citizenship, in opposition to both the letter and spirit of the Fourteenth Amendment, adding to a growing

sentiment in some circles that the Fourteenth Amendment should be disregarded.

THEREFORE, BE IT RESOLVED that the NAACP celebrates, commemorates and defends the Fourteenth amendment, including all of its provisions for birthright citizenship and equality before the law.

VETERANS' AFFAIRS

1. NAACP Supports Strong Advocacy In Support of our Nation's Veterans

WHEREAS, the NAACP in 2009 passed a seminal resolution which demonstrated the difficult challenges African American Veterans have historically faced and continue to encounter when returning home, particularly in the South, despite their military sacrifice and patriotism, in fighting for equal rights and the dignity of a people; and

WHEREAS, the 2009 NAACP Resolution directed its local branch Armed Services and Veterans Affairs Committees and its National Veterans Representative to help elevate the level of awareness of the Role of Veterans in the Civil Rights Movement and of the need to provide advocacy, service, and support for our Veterans when transitioning back into our communities, this year and every year thereafter, through its National and State Conventions, Regional Conferences, and Annual Armed Services and Veterans' Affairs Dinner; and

WHEREAS, in 2013, the NAACP Board of Directors established a Veterans' Affairs Task Force to monitor and promote the concerns of all Veterans, and especially those which are unique to racial and ethnic minority Veterans; and

WHEREAS, the NAACP Veterans' Affairs Task Force, at its inaugural meeting, unanimously passed a motion that the task force would focus on Veterans' legislation, policies, regulations and issues pertaining to health care, jobs, education, housing, outreach by the national office and local units, elimination of the backlog of claims, small business opportunities, challenges unique to female Veterans, and issues and concerns affecting Veterans' transition back into civilian life.

THEREFORE BE IT RESOLVED that the NAACP Task Force on Veterans' Affairs shall work with Armed Services and Veterans Affairs committees to achieve these objectives stated above.

2. NAACP Support the Establishment and Increased Use of Specialized Veterans' Treatment Courts

WHEREAS, while most Veterans are strengthened by their military service, the combat experience has unfortunately left a growing number of Veterans with Post-Traumatic Stress Disorder and Traumatic Brain Injury among other specialized challenges; and

WHEREAS, as a result, one in five Veterans has symptoms of a mental health disorder or cognitive impairment; one in six Veterans who served in Operation Enduring Freedom and Operation Iraqi Freedom suffers from a substance abuse issue. Research continues to draw a link between substance abuse and combat-related mental illness; and

WHEREAS, in 2011 there were 21.5 million Veterans in the United States; of these, 2.3 million, or almost 11%, were African American; and

WHEREAS, in January, 2008, a Veterans Treatment Court was established after a local judge in Buffalo, NY, noticed an increase in the number of Veterans appearing on his drug and mental health court dockets; and

WHEREAS, this judge, the Hon. Robert Russell, also saw first-hand the transformative power of military camaraderie when Veterans on his staff assisted a Veteran in one of his treatment courts; and

WHEREAS, Judge Russell also noticed that more could and should be done to help Veterans receive services offered to Veterans by local agencies; and

WHEREAS, today, Veterans' Courts involve cooperation and collaboration with traditional partners, such as the prosecutor, defense counsel, treatment provider, probation officers, and law enforcement, as well as representatives of the Veterans Health Administration and the Veterans Benefit Administration- as well as State Departments of Veterans Affairs, Vet Centers, Veterans Service Organizations, Department of Labor, volunteer Veteran Mentors, and other Veterans support groups; and

WHEREAS, a Veterans Treatment Court judge better understands the issues that a Veteran may be struggling with, such as substance addiction, Post-Traumatic Stress Disorder, Traumatic Brain Injury, and military sexual trauma, and is usually better versed than other justices on the resources available to Veterans in their communities; and

WHEREAS, as of June 30, 2012 there are 104 Veterans Treatment Courts in our country with hundreds more in the planning stages; and

WHEREAS, because a Veterans Treatment Court judge handles numerous Veterans' cases and is supported by a strong, interdisciplinary team, he or she is in a much better position to exercise discretion and effectively respond to the unique challenges facing Veteran defendants; and

WHEREAS, Veterans Treatment Courts admit only those Veterans with a clinical diagnosis of a substance abuse and/or mental health disorder; and

WHEREAS, the Veterans Treatment Court model requires regular court appearances (a bi-weekly minimum in the early phases of the program), as well as mandatory attendance at treatment sessions and frequent and random testing for substance use (drug and/or alcohol); and

WHEREAS, The Veterans Treatment Court is able to ensure that our nation's criminal justice system is better able to serve those who have served their nation.

THEREFORE, BE IT RESOLVED that the NAACP strongly support Veterans' Treatment Courts to help Veterans who may have substance abuse issues transition back to civilian life and become productive members of society; and

BE IT FINALLY RESOLVED that the NAACP calls on all local branch Armed Services and Veterans Affairs Committees, in coordination with the branch Criminal Justice Committee, to advocate for establishing or enhancing Veterans Treatment Courts in their area.

VOTING RIGHTS

1. Impact and Advice on Voting Rights Following Felony Convictions

WHEREAS, the right and power to vote, as guaranteed in the 15th and the 19th Amendments of our U.S. Constitution, in elections, is a fundamental principal of our democracy; and

WHEREAS, following a citizen's/defendant's conviction of a felony offense, voting rights may be impacted for a short period of time or for life; and

WHEREAS, such disenfranchisement of voting rights has a disproportionate impact on African Americans, particularly and significantly African American men and other men of color, and their ability to participate in our democracy; and

WHEREAS, many of our states have different laws as to if and when a citizen who has suffered a felony conviction may be disenfranchised, and there is much

confusion throughout the United States as to each state's laws as to when a citizen is subject to losing his or her right to vote following a felony conviction, which further has an impact on whether he or she can vote and participate in the democratic process; and

WHEREAS, criminal courts are in the best position to advise citizens of the collateral consequences of felony convictions during the time the citizen enters a plea of guilty to a felony conviction or is found guilty of a felony offense and will be so sentenced for a felony offense.

THEREFORE, BE IT RESOLVED that the NAACP will continue to urge all of its Units to work to identify and assist those who have suffered felony convictions on how to restore their voting rights in their respective states and communities; and

BE IT FINALLY RESOLVED that the National Association for the Advancement of Colored People stands in support of urging each State/State-Area Conference to urge its judges and attorneys in criminal courts to advise criminal defendants regarding the impact of a felony conviction on his/her right to vote and how to have his/her voting rights reinstated, following such felony conviction, incarceration and/or parole.

EMERGENCY RESOLUTION

COMMEMORATIVE

1. NAACP Celebrates and Honors the Life and Work of Nelson Mandela

WHEREAS, the Honorable Nelson Mandela will celebrate his 95th birthday on July 18, 2013; and

WHEREAS, Nelson Mandela's record of public service includes ANC Youth League secretary (1948); ANC Youth League President (1950); ANC Transvaal President (1952); Deputy National President (1952); and ANC President (1991); and

WHEREAS, from November 1962 until February 11, 1990, for more than 27 years, Nelson Mandela was imprisoned by the apartheid regime of South Africa as a direct result of his activities to end the racist policies of the government and because of his unwavering loyalty to abolish the badges of discrimination within labor, land distribution and ownership, and political representation; and

WHEREAS, while in prison Nelson Mandela remained committed to his political principles and organized political education classes; and

WHEREAS, in 1993, Nelson Mandela, along with F. W. DeKlerk, were awarded the Nobel Peace prize for their efforts to end apartheid; and

WHEREAS, in 1993, Nelson Mandela addressed the NAACP Annual Convention in Indianapolis, Indiana, saying that the NAACP had served as a model for the ANC and drew strong parallels between the mission of the NAACP to eliminate racism and racial and ethnic disparities in the U.S. and that of the ANC's mission in South Africa; and

WHEREAS, on April 24, 1994, Nelson Mandela was elected the first black president of the Republic of South Africa in the first open election in the country's history; he was inaugurated on May 10, 1994; and

WHEREAS, Nelson Mandela served as President of the Republic of South Africa until June, 1999; and

WHEREAS, in 2004, the United Nations declared July 18th Nelson Mandela International Day; the purpose of the day is to bring awareness to community service.

THEREFORE BE IT RESOLVED that the NAACP calls on each and every unit to educate its members about the trials, triumphs, and indomitable spirit of Nelson Mandela and his legacy; and

THEREFORE BE FINALLY IT RESOLVED that the NAACP calls on all units to encourage their members to participate in 67 minutes of service on Mandela Day, which represents Mr. Mandela's 67 years of service.

2. Celebrating the Life Of Maxine A Smith

WHEREAS, Maxine A. Smith was born on October 30, 1929 in Memphis, TN., graduated from Booker T. Washington High School at 16 years of age and earned her A.B. degree from Spelman College and her Master of Arts from Middlebury College in Middlebury, VT; and

WHEREAS, when Smith applied to attend Memphis State University in 1957 and was rejected because of her race, she appealed to the Memphis NAACP for help and joined the Branch's membership efforts and ultimately became the Executive Secretary in 1962 where she served for 33 years; and

WHEREAS, Smith helped to organize the desegregation of the Memphis public schools in 1960 and escorted the first thirteen (13) elementary students to school. She organized lawsuits, sit-ins and marches, including the "Black Monday" student boycotts that broke the color barrier on the Memphis Board of Education and paved the way for a black to serve as superintendent of the Memphis City Schools; and

WHEREAS, in 1971, Smith was elected to the Memphis Board of Education, a position which she held until her retirement in 1995. As a member of the Board she was instrumental in the selection of Dr. W.W. Herenton as the first African American school superintendent in Memphis and later Mayor of Memphis; and

WHEREAS, Smith has received more than 160 awards for her efforts on behalf of educational equality and civil rights, including the National NAACP Leadership Award, the Bill of Rights Award from the American Civil Liberties Union, and the Whitney H. Young Jr. Award from the National Education Association. She was a member of the Board of Directors of many charitable and civic organizations, including the National Civil Rights Museum, the National NAACP, the Woman's Foundation for Greater Memphis, and the National Kidney Foundation. Smith was also featured in several documentaries about the Civil Rights movement, including the Oscar-nominated *Witness from the Balcony of Room 306* and *Memphis: the Promised Land*; and

WHEREAS, in 1994 Smith was appointed to the Tennessee Board of Regents, the governing body of many public colleges and universities in Tennessee and upon her retirement the Maxine A. Smith Center at Southwest Tennessee Community College was named in her honor. Along with former President Bill Clinton, Smith was the recipient of the prestigious Freedom Award presented by

the National Civil Rights Museum in 2003. She was also awarded the Doctor of Humane Letters from her alma mater, Spelman College in 2004 and the Doctor of Laws was conferred by LeMoyne-Owen College; and

WHEREAS, Smith served for ten years as Chairperson of the NAACP National Education Committee and was honored at the Daisy Bates Education Summit with a national NAACP scholarship named in her honor.

THEREFORE, BE IT RESOLVED, that the NAACP celebrates the life of Maxine A. Smith who passed on April 26, 2013, at the age of 83 years, a champion for civil rights and the free and unfettered access to quality education for all African Americans; and

BE IT FINALLY RESOLVED that the NAACP continues its mission to ensure that a quality education is available to all.

VOTING RIGHTS

1. NAACP Calls for 21st Century Voting Rights Act and Expresses Deep Outrage at the U.S. Supreme Court Decision In *Shelby County vs. Holder*

WHEREAS, The NAACP has a long and rich history of advocating for the expansion and protection of voting rights in America; and

WHEREAS, on June 25th the U.S. Supreme Court ruled in *Shelby County vs. Holder* that Section 4(b) of the Voting Rights Act, the formula used to determine "covered jurisdictions" that must submit any changes in voting procedure to federal authorities for pre-clearance, is unconstitutional; and

WHEREAS, in striking down Section 4 of the Voting Rights Act, but leaving Section 5 untouched, there is no longer a mechanism in place to prevent states with a history of voter disenfranchisement from enacting such laws; and

WHEREAS, the United States Congress has the opportunity and responsibility to create a new formula, based on current conditions, to determine which jurisdictions must submit to pre-clearance under Section 5, and

WHEREAS, until Congress acts to create a new formula, no jurisdictions are required to obtain pre-clearance from the federal government for any election law or procedures, allowing the voting rights of millions of Americans to be at risk.

THEREFORE BE IT RESOLVED that the NAACP calls on Congress to amend Section 4 of the Voting Rights Act law to ensure that all Americans can freely exercise their right to cast an unfettered ballot without discrimination and to ensure that their vote is counted;

BE IT FURTHER RESOLVED that the NAACP calls for a moratorium on election law changes in states and jurisdictions previously covered under Section 5 of the Voting Rights Act until Congress enacts a new formula; and

BE IT FURTHER RESOLVED that the NAACP calls on all units to organize town hall meetings, actions, and events with their local Congressional representatives; conduct voter registration drives; organize public education events; and work with partner organizations, including the faith community, to expand and protect voting rights; and

BE IT FURTHER RESOLVED that the NAACP will launch a national campaign to strongly urge Congress to make a renewed Section 4 a national priority and defend voting rights across the nation. The campaign, at its center, will evoke the values of democracy and freedom grounded in the moral authority that the NAACP is uniquely able to evoke. The campaign will include: support to state wide campaigns; intense summer organizing efforts in local communities across the nation; a comprehensive data gathering program aimed at monitoring election law changes in former Section 5 jurisdictions; national voter education and registration drives; national polling; strategic communications; expanded legal advocacy; and partnerships with a wide range of national allies in efforts to expand and protect voting rights; and

BE IT FURTHER RESOLVED that the NAACP will host a voting rights summit; provide units with a comprehensive toolkit; and conduct unit trainings to combat voter suppression measures and advance the campaign; and

BE IT FINALLY RESOLVED that building upon the organizing efforts of NAACP units, the NAACP will launch Freedom Summer 2014 in multiple states across the nation. Freedom Summer 2014 will be organized in consultation with leaders and participants of Freedom Summer 1964. Freedom Summer 2014 will focus on intensive volunteer-led voter education, protection and registration efforts in states with historical and current attempt to suppress voting rights.

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