

# **NAACP<sup>®</sup>** **RESOLUTIONS**

## **2020**

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

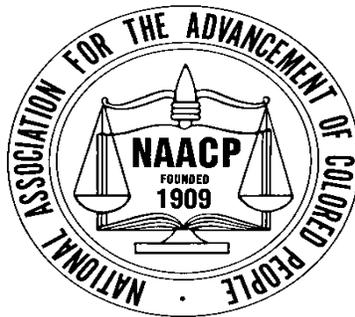
# RESOLUTIONS SUBMITTED UNDER ARTICLE IX, SECTION 1 OF THE CONSTITUTION OF THE NAACP

2020

## 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 111<sup>th</sup> Convention of the NAACP, held September 26, 2020 at its Legislative Virtual Meeting. These resolutions were ratified by the National Board of Directors on October 17, 2020 and are now the Official Policy of the National Association for the Advancement of Colored People.**

**NAACP**  
**RESOLUTIONS APPROVED BY THE RESOLUTIONS**  
**COMMITTEE**  
**(Pending Ratification by the Board of Directors)**  
**2020**

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## CIVIL RIGHTS

### 1. *Stop the Infiltration of the U.S. Military by Violent Far-Right Extremist Organizations*

**WHEREAS**, The United States Military has witnessed a disturbing rise in far-right extremism and white supremacist terrorist violence; and

**WHEREAS**, The white supremacist movement in the United States is surging in growth and presents a distinct and present danger to this country and its institutions, including the U.S. Armed Forces (recent investigations have demonstrated a consistent and disturbing increase in veterans and active-duty service members who are affiliated with white supremacist activity); and

**WHEREAS**, On February 11, 2020, Southern Poverty Law Center's Chief Workplace Transformation Officer, Lecia Brooks, testified before the U.S. House Subcommittee on Military Personnel of the U.S. House Armed Services Committee, about the alarming growth of the infiltration of the U.S. Military by white supremacists; and

**WHEREAS**, Armed service members often possess unique and deadly training and capabilities, and if indoctrinated by white supremacist and/or white supremacist organizations may represent a major threat to national security and the safety of our communities; and

**WHEREAS**, In December 2019, it was reported that the National Defense Authorization Act was altered in the U.S. Senate to remove mention of "white nationalists" in the screening process for military enlistees; and

**WHEREAS**, Under this change, the Department of Defense is instructed only to screen for "extremist and gang-related activity" a significant change when we consider that service members are allowed to serve in the White House, and any number of other sensitive military and political posts with access to sensitive information and dangerous high-tech weaponry; and

**WHEREAS**, A September 19, 2019, document from the Department of Homeland Security (Strategic Framework for Targeting Terrorism and Targeting Violence) read, "[w]hite supremacist violent extremism, one type of racially and ethnically motivated violent extremism, is one of the most potent forces driving domestic terrorism;" and

**WHEREAS**, On February 17, 2020 The Federal Protective Service (part of the U.S. Department of Homeland Security) reported that white supremacists planned on targeting law enforcement and “non-white” people in particular in plans to weaponized and spread the Covid-19 virus to these populations.

**THEREFORE, BE IT RESOLVED**, That the NAACP supports amending the *U.S. Senate National Defense Authorization Act*, to include a provision which disqualifies anyone seeking to serve in any branch of the United States military if they are proven “white nationalists.”

**BE IT FINALLY RESOLVED**, That the NAACP advocate for federal policy that dishonorably discharges any and all active members, to include reservists and National Guard, of the U.S. military if they are proven to be a member or active supporter of white supremacist organizations or associations.

## **2. Supporting Right to Language and Anti-Language Discrimination**

**WHEREAS**, People still are discriminated against based on their perceived language ability or lack of ability; and

**WHEREAS**, It is discriminatory to require certain language abilities that are not needed for the essential performance of job related duties; and

**WHEREAS**, If a position does not require communication with the public, then no language requirement should be designated; and

**WHEREAS**, Under the American Disability Act of 1990, people with a language disability (and with reasonable accommodation, if necessary) should not be disadvantaged in the application process for a job or position where communication with the public is not an essential duty of the job; and

**WHEREAS**, Many American born citizens are English only and should not be discriminated against in the job application process by an arbitrary or capricious bilingual designation; and

**WHEREAS**, A bilingual designation should not be used when bilingualism is not needed or necessary to perform the essential job related duties, as per job description; and

**WHEREAS**, A bilingual designation should not be listed as a desired or highly desired characteristic for a job or position unless the employer can reasonably demonstrate the dual language is necessary to perform twenty-five (25) percent or more of the essential job related duties. This includes communicating with the general public; and

**WHEREAS**, A bilingual designation should not be listed as a preferred or highly preferred characteristic for a job or position, unless the employer can reasonably demonstrate the dual

language is necessary to perform fifty (50) percent or more of the essential job related duties. This includes communicating with the general public; and

**WHEREAS**, Job related written language assessment or test are not necessary as part of the application process for jobs or positions that do not require writing as an essential part (twenty-five percent or more) of job-related duties, as per job description. This excludes management level positions; and

**WHEREAS**, Job related oral language assessment or test are not necessary as part of the application process for jobs or positions that do not require speaking with the general public (twenty-five percent or more) as an essential part of job related duties, as per job description. This excludes management level positions.

**THEREFORE, BE IT FINALLY RESOLVED**, That the NAACP reaffirms its policy position and advocate at the federal, state and local levels for policies that outlaw discrimination based on language ability.

### **3. *Hair Discrimination is Race Discrimination***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) seeks to confront and eliminate societal and institutional prejudices deterring the advancement of African Americans; and

**WHEREAS**, Policies that ban or restrict natural hair or Black hairstyles should be recognized as race discrimination because of the close association of natural hair or hairstyles with, and the unique and heavy burden imposed on, Black men and women; and

**WHEREAS**, Policies having the effect of forcing Black people to adapt to Eurocentric hairstyles can lead to significant physical harm, including breakage, loss, skin and scalp damage, and the development of trichorrhexis nodosa and traction alopecia. Even more alarming, a 2011 study published by the American Journal of Epidemiology linked hair relaxers to an increase in uterine fibroids; and

**WHEREAS**, Policies having the effect of forcing Black people to adapt to Eurocentric hairstyles can lead to significant financial burdens. Black women spent nearly 2.5 billion dollars on haircare in 2018, and on average, spend an estimated nine times more than White women on hair care; and

**WHEREAS**, Recognizing a different approach towards policies that ban or restrict natural hair or hairstyles associated with Black people will enrich the community by bringing to light the invidious forms of explicit and implicit bias that have historically caused substantial harm to those who wish to maintain natural hair or specific hairstyles but are forced to choose between education or employment and their cultural, social, and/or religious identity; and

**WHEREAS**, The exertion of control over and systemic ban on natural hair and hairstyles associated with Black people can be traced to the denigration of Black people under slavery; and

**WHEREAS**, State legislatures in California, New York, New Jersey, Colorado, Washington, Minnesota, Maryland, Virginia, Georgia and Ohio have recognized that hair discrimination targeting hairstyles associated with race is racial discrimination and passed legislation or begun to pass legislation that combats such discrimination; and

**WHEREAS**, Local government such as Cleveland, Toledo, Philadelphia and Montgomery County have recognized same; and

**WHEREAS**, Our nation, in both our laws and our societal expectations, has historically characterized Black physical characteristics such as dark skin and kinky and curly hair as negative traits, including unprofessional, dirty, and unmanageable, and such negative connotations lead to separate and unequal treatment; and

**WHEREAS**, Physical, psychological and financial costs and burdens are placed on Black people in order to adapt to outdated, Eurocentric ideals of beauty and professionalism. Further, Black culture is inherently tied to natural hair and Black hairstyles and, as such, should be protected from implicit bias and subconscious racism.

**THEREFORE, BE IT RESOLVED**, That the NAACP will advocate for federal, state, and local legislation and public policy recognizing that hair discrimination is racially discriminatory and work to further prohibit such practices as they relate to employment, education, sports, housing accommodations, and public accommodations.

## COMMEMORATIVE/MEMORIAL

### 1. *Honoring 15 African American Men and a Southern White Lawyer in their Fight for Voting Rights in the State of Mississippi during the 1950s*

**WHEREAS**, The State of Mississippi, during its 1890 Constitutional Convention, enacted various provisions to ensure that African Americans would not enjoy their 15th Amendment Right to Vote; and

**WHEREAS**, The State of Mississippi's 1890 Constitutional Convention implemented certain provisions as a prerequisite for voting, such as poll taxes, literacy tests and "grandfather clause"; and

**WHEREAS**, The new constitutional provisions had quick and lasting impacts since, before its passage in the State of Mississippi, in 1867 almost 70 % of African-American men of voting age were registered to vote. However, by 1892, two years after the adoption of the new constitution, there were less than 6 % of African-American men who were registered to vote; and

**WHEREAS**, The test adopted in *Section 244 of the 1890 Convention* required that "*every elector shall, for registration, be able to read any section of the constitution of this State; or he shall be able to understand the same when read to him, or give a reasonable interpretation thereof.*" It was believed that Section 244, often called "the reading clause", would take advantage of the fact that in Mississippi at least 10% of the White and 60% of the Colored population could neither read nor write; and

**WHEREAS**, The understanding and interpretation clauses were designed solely to deny African-American men the right to vote and to furnish a loophole to qualify illiterate whites, since the Circuit Clerk could select any provision of the constitution for interpretation and often-time the most difficult provisions were selected for African Americans; and

**WHEREAS**, On November 10, 1949, the Forrest County Board of Supervisors notified the Registrar and Circuit Clerk of Forrest County, Luther Cox, to provide for a new county-wide registration; and

**WHEREAS**, A second order was made by the Forrest County Board of Supervisor notifying the Circuit Clerk that a new registration of voters for Forrest County would be required for use in all federal, state and local elections starting on June 1, 1950 and for use in future elections; and

**WHEREAS**, On April 11, 1950, a complaint was filed with the United States District Court for the Southern District of Mississippi against Luther Cox, the Circuit Clerk of Forrest County, by fifteen (15) African-American men who were all qualified under the constitution and laws of the State of Mississippi to register as voters and vote in all federal, state and local elections in Forrest County, Mississippi; and

**WHEREAS**, The following 15 African-American men: Rev. Isaac C. Peay (Pastor, Mt. Zion Baptist Church), Mr. Benjamin F. Bourn (Owner of Bourn's Grocery), Mr. Rufus Howze (Owner of Whitney's Grocery), Mr. Ratio Jones (Teacher), Dr. Charles W. Smith (Physician), Rev. Johnnie H. Mays (Pastor, Sweet Pilgrim Baptist Church), Mr. Clifford S. Kelly (Teacher), Rev. Charlemagne P. Payne (Pastor, St. Paul Methodist Church), Dr. Theodore J. Fykes (Dentist), Mr. Joe Knox, Sr. (Farmer), Mr. Joe Knox, Jr. (Principal/Teacher), Mr. Milton Barnes, Sr. (Owner of Barnes Cleaners, the Hi-Hat Club, and Black Sox Baseball Team), Mr. Alfonso Clark (Teacher and Owner of Clark Funeral Services), Mr. Barry L. Neal (Teacher and Commander of Post 9832

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VFW), and Dr. E. Hammond Smith (Pharmacist and Owner of Smith Drug Store); pooled their financial resources and took the unusual step of retaining a southern white attorney and former Mississippi Chancery Court Judge, T. Price Dale, to represent them in the first voting rights case in the State of Mississippi; and their names were subsequently plastered on the front page of the *Hattiesburg American* newspaper on May 6, 1950; and

**WHEREAS**, An answer to the federal complaint was filed by the Forrest County Attorney, M.M. Roberts, requesting that the civil action be dismissed, with 25 attorneys from the local bar, affixing their names thereto, along with 2 attorneys from Jones County, Mississippi; and

**WHEREAS**, On October 13, 1950, the case was dismissed on the face of the petition by United States District Court Judge S.C. Mize without hearing any evidence and the names of the 15 African-American men were once again published in the *Hattiesburg American* newspaper; and

**WHEREAS**, On November 8, 1950, the 15 African-American men appealed their case to the United States Court of Appeals for the Fifth Circuit and sought an Injunction to restrain Forrest County Circuit Clerk Luther Cox from discriminating against them by refusing to register them as voters because of their skin color; and

**WHEREAS**, On June 21, 1951, the United States Court of Appeals Fifth Circuit reversed and remanded the judgement of the district court and questioned the practices of Forrest County Circuit Clerk Luther Cox; and

**WHEREAS**, The ruling by the Court of Appeals of the Fifth Circuit was definitely a victory for many African Americans in the State of Mississippi; however, the year following the ruling, the Mississippi Legislature attempted to amend *Section 244* to require all applicants to read and interpret any section of the constitution, but the attempt was rejected by voters in a referendum in the November 1952 election; and

**WHEREAS**, After the passage of *Brown vs. Board of Education* on May 17, 1954, which overruled the *Separate But Equal Doctrine*, the Mississippi Legislature, put the referendum back before Mississippi voters, with the assistance of the newly created White Citizens Council, who campaigned for its ratification; and

**WHEREAS**, Those in support of the referendum realized its sole purpose was to limit Negro registration, thus the amendment to Section 244 was adopted by voters in the November 1954 election and implemented by the Legislature in January 1955 and as amended, remained the controlling rule for elections in Mississippi for over a decade.

**THEREFORE, BE IT RESOLVED**, That the National Association for the Advancement of Colored People (NAACP) commends these 15 African-American men; Rev. Isaac C. Peay (Pastor, Mt. Zion Baptist Church), Mr. Benjamin F. Bourn (Owner of Bourn's Grocery), Mr. Rufus Howze (Owner of Whitney's Grocery), Mr. Ratio Jones (Teacher), Dr. Charles W. Smith (Physician),

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Rev. Johnnie H. Mays (Pastor, Sweet Pilgrim Baptist Church), Mr. Clifford S. Kelly (Teacher), Rev. Charlemagne P. Payne (Pastor, St. Paul Methodist Church), Dr. Theodore J. Fykes (Dentist), Mr. Joe Knox, Sr. (Farmer), Mr. Joe Knox, Jr. (Principal/Teacher), Mr. Milton Barnes, Sr. (Owner of Barnes Cleaners, the Hi-Hat Club, and Black Sox Baseball Team), Mr. Alfonso Clark (Teacher and Owner of Clark Funeral Services), Mr. Barry L. Neal (Teacher and Commander of Post 9832 VFW), and Dr. E. Hammond Smith (Pharmacist and Owner of Smith Drug Store); for having advanced our mission, goals and objectives as active members of the Hattiesburg/Forrest County Branch of the NAACP at the time of filing the voting rights case on April 11, 1950.

**BE IT FURTHER RESOLVED**, That the National Association for the Advancement of Colored People (NAACP) lauds the historical contributions of these remarkable, valiant 15 African-American men of Forrest County, Mississippi, along with their intrepid attorney, T. Price Dale, for their tenacity and bravery during the perilous times that exposed them to significant dangers posed by white supremacist and segregationist groups who opposed African-American men and women exercising their 15th Amendment Right to Vote.

**BE IT FURTHER RESOLVED**, That the NAACP advocates for the historical contributions of these unsung heroes to be prominently recorded and preserved in civil rights history throughout the State of Mississippi and larger historical context of the movement, for making the first voting rights challenge to the 1890 Constitutional Provision, Section 244, solely enacted to disenfranchise African-American voters.

**BE IT FINALLY RESOLVED**, That the NAACP calls upon the State of Mississippi and all national civil rights archival entities to join us commemorating the voting rights legacies of these 15 African-American men and their attorney on the 70th Anniversary of this landmark case and further petitions for their historical fortitude to be afforded the level of eminence as within the United States Commission on Civil Rights, that repeatedly references the case of *Peay vs. Luther Cox*, in all of their reports on voting rights in the State of Mississippi.

# ECONOMIC DEVELOPMENT

## 1. *Racial, Economic, and Health Equity or COVID-19 Response*

**WHEREAS**, Coronavirus (COVID-19) is one of the worst pandemics in global history and has brought the world to a screeching standstill, killing hundreds of thousands and infecting millions more; and

**WHEREAS**, The United States has been especially ravaged by the deadly coronavirus pandemic and has been the leading nation in the escalating number of global cases and fatalities; disproportionately impacting low-wage earning, African-Americans, Latinx and Indigenous and incarcerated populations; and

**WHEREAS**, The Trump Administration has vehemently refused to appropriately address health, economic, environmental and racial disparities of COVID-19; and

**WHEREAS**, The most impacted and vulnerable populations have been relegated to contend with a wide range of disparities - ranging from and including, but not limited to: restrictions and discriminatory acts in application for services, housing, unemployment benefits, paid sick and/or family and medical leave to care for family members, access to coronavirus testing and care, small business loans, lack of personal protection equipment (PPE), quarantines, lockdowns, and travel bans.

**THEREFORE, BE IT RESOLVED**, That the National Association for the Advancement of Colored People (NAACP) calls upon all federal, state and local governmental entities to take immediate action to initiate and implement COVID-19 policies to eliminate any and all racial, ethnic, gender, origin, age, religion, ability or sexual preference discrimination and ensure that the most disproportionately impacted communities are afforded equitable treatment and provided access to affordable testing, preventive healthcare, economic recovery, emergency loans, loan forgiveness, housing assistance, proper nutrition, educational stability, job security and paid medical and family leave; and

**BE IT FURTHER RESOLVED**, That the NAACP urge the United States Congress to provide targeted, increased stimulus funding to the most disproportionately impacted, hard hit communities of color to ensure an equitable and just recovery; and

**BE IT FINALLY RESOLVED**, That the NAACP appeals to medical providers to ensure, equitable, scientifically sound and quality diagnostic, preventive and post medical care be administered ethically and culturally appropriate.

## **2. *Financial Literacy Equity Gap Training in School***

**WHEREAS**, Financial illiteracy in the African American Community is an equity issue as evidenced by the fact that the nation's 44 million African-Americans account for 13% of the U.S. population and have a significant impact on the economy, with \$1.2 trillion in purchases annually; and

**WHEREAS**, African-Americans are less likely than Whites to receive education in money management; and

**WHEREAS**, Financial literacy training can teach African American children and youth how to manage their finances early and often become adults who are better equipped to live independently; and

**WHEREAS**, Financial literacy training will provide African Americans (young and old) with the knowledge to adopt financial habits and practices that result in wealth accumulation, including the adoption of the growth mindset, understanding of money management; and

**WHEREAS**, American public schools do not teach African American children even the most basic financial literacy, and this can lead to a lifetime of problems, including consistent unemployment, chronic amounts of debt, overspending, poverty, and ongoing economic despair; and

**WHEREAS**, A recent study by the Financial Industry Regulatory Authority (FINRA), found that teaching financial skills to kids before they enter college, or the workforce is crucial to helping them grow into adults who can achieve financial security and success. And yet, only 20 states mandate that high school students study economics. In addition, only 17 states require students to study personal finance; and

**WHEREAS**, The NAACP Economic Department's work enhances the capacity of African Americans and other underserved groups through financial, economic education; individual and community asset building initiatives; diversity and inclusion in business hiring, career advancement and procurement; and monitoring financial banking practices; and

**WHEREAS**, The present and future financial sustainability of a financially strong black community is dependent on African-Americans becoming more financially literate today so that tomorrow the African-American community will have a fighting chance to close the ever widening financial literacy equity gap that has always existed between whites and blacks in America, which, unfortunately, have become even more extensive in this post recession era.

**THEREFORE, BE IT RESOLVED**, That the NAACP will advocate at the federal, state and local levels to create a financial literacy program aimed to support and promote the positive impacts of a financial literacy training program for African American children in K-12 American schools; and collaborate with African American faith-based groups and community benefit organizations to launch a national campaign to close the financial literacy gap for the African American Community.

**3. *Lawrence Livermore National Laboratories and Department of Energy National Laboratories – Racial Equality***

**WHEREAS**, The NAACP has received numerous complaints of discrimination in the hiring, retention, training, and promotion practices at Lawrence Livermore National Laboratory; and

**WHEREAS**, Lawrence Livermore National Laboratory hires employees from a local, regional, national, and international labor pool to fill approximately 6,000- 7,000 high paying jobs with benefits that include health care, dental care, eye care, childcare, retirement savings, life insurance, educational reimbursement, and other benefits; and

**WHEREAS**, African-Americans make up approximately 2% of the labor pool that Lawrence Livermore National Laboratory hires from, there are very few African American's employed by the lab or by the contractors who receive federal contracts, grants, and funds to perform work at the lab under the umbrella of the United States Department of Energy and other Federal agencies; and

**WHEREAS**, The percentage of African-American's employed by the lab and its contractors is substantially less than the percentage of African-Americans in the labor pool from which the lab and its contractors hire; and

**WHEREAS**, African-American's who are hired for a job are released from probation at higher rates than other employee groups and their requests for training and discretionary benefits like educational reimbursements are denied at higher rates than other employee groups;

**WHEREAS**, There are no African-American executives in senior management of the lab and all the senior executives of the lab are Caucasian except one, who is not an African-American; and

**WHEREAS**, The systematic exclusion of African-American from the benefits of employment by the lab and its contractors is a problem of national importance and impact on the African-American labor force.

**THEREFORE, BE IT RESOLVED**, That the NAACP demand legislation to withdraw federal funding and grants to the laboratories and contractors who do not, within the next two years, develop, implement, monitor, and enforce specific practices and procedures designed to achieve racial parity and equality for all races, ethnicities, genders, LGBTQ status, and other differences

in the hiring, retention, training, and promotion practices at the laboratories and its contractors as prescribed by law; and

**BE IT FINALLY RESOLVED**, That the NAACP join the Congressional Black Caucus, Black Organizations and other partnering organizations to press together for the immediate implementation of existing laws regarding equal employment and contracting opportunities for all communities of color.

#### **4. *Eliminating Fraud in the Administration of the Opportunity Zone Program***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) strives to “empower local communities with the necessary education, resources, and partnerships to develop sustainable economic models that advance diversity and equality; ensure that government and industry are knowledgeable and committed to bridging racial inequality particularly as it relates to employment, wealth, lending, and business ownership; and to grow a movement of concerned citizens and organizations who work together to produce an inclusive and strong middle-class economy for the 21st Century;” and

**WHEREAS**, The 2018 Tax Cuts and Jobs Act established that “[t]axpayers may temporarily defer and reduce the recognition of capital gains that are invested in opportunity zones” through three different types of tax incentives; and

**WHEREAS**, For tax purposes, a qualified opportunity fund (QOF) entity need only “self-certify” that it elects to be a QOF by filing Form 8996 as part of its initial year annual tax filing; and

**WHEREAS**, Final regulations from the Department of the Treasury and the Internal Revenue Service concerning the concentration of investment activity in opportunity zones has been amended into the Internal Revenue Code §1400Z-2 to require that at least 90% of each QOF be invested in Qualified Opportunity Zone Properties; and

**WHEREAS**, The lack of public reporting requirements, standards and public disclosure opens up the Opportunity Zone programs to a lack of transparency with regards to the direct social and economic benefits that are provided to the low-income and working class people living in opportunity zone areas.

**THEREFORE, BE IT RESOLVED**, That the NAACP advocate for sustainable economic models in areas designated as opportunity zones that directly benefit low-income and working class citizen living within opportunity zones; and speak out against unfair dealing and injustices at the National, State, and local level stemming from the administration of the opportunity zone program.

**BE IT FINALLY RESOLVED**, That the NAACP will urge Opportunity Zone Executive Director, and HUD Secretary to meet with community members and community based organizations and receive a transparent assessment of the challenges faced by racial and ethnic minority

communities and work to craft solutions that fit the unique economic needs of each community.

## **5. *Racial Discrimination in Rideshare Services***

**WHEREAS**, The mission of the National Association for the Advancement of Colored People (NAACP) is to secure equal access to services available to the public and equal treatment for all persons; and

**WHEREAS**, The NAACP seeks to confront the effects of racially discriminatory practices in the operation of ride sharing services such as Uber, Lyft, and others; and

**WHEREAS**, Some new ridesharing platform policies enable drivers to decline trips to low-income or minority neighborhoods; and

**WHEREAS**, Including a rider's photo and name when they hail a ride contributes to racially discriminatory practices such as delaying ride acceptance and canceling trips; and

**WHEREAS**, When race-specific information is provided, a 2016 study by the Bureau of Economic Research shows a driver is more likely to be able to discriminate against riders of color; and

**WHEREAS**, Studies have found a higher cancellation rate for minority passengers once personal information was shown.

**THEREFORE, BE IT RESOLVED**, That the NAACP advocate at the federal, state and local level for the prohibition of ridesharing services' practice of providing information to drivers that indicates the race of the rider, or their destination that can allow discrimination.

## **6. *Key Policy Solution for Lasting Economic Recovery***

**WHEREAS**, We have entered a deep and what is a lengthy recession, resulting from the COVID-19 shutdown, and we must enact policies that will help the well-being of millions of individuals, families and communities across the country and the economy overall; and

**WHEREAS**, Health insurance should not be tied to employment because as people lose jobs they also lose their employer provided health insurance; since the Covid-19 shut down an estimated 16.2 million workers have lost their health insurance; further, these workers employer based health insurance often covers their family members so the total number of people who have lost coverage is likely twice as high, let's not forget COVID-19 becomes a medical pre-existing condition; and

**WHEREAS**, A National Universal Program, not tied to employment, that would guarantee health insurance for every American would have numerous benefits; it could boost wages and jobs

leading to a more efficient labor market that better matches jobs and workers, and it could boost wages and salaries by allowing employers to redirect money they are spending on health care costs to their workers' wages; it could support self-employment and small business development by eliminating the expensive and often prohibitive cost of health care from startup costs; and it would lessen the stress and economic shock of losing a job, or moving between jobs, by eliminating the loss of employer based health care that now accompanies job loss and job transitions; and

**WHEREAS** , We must establish a Federal Unemployment Insurance System, as unemployment insurance is a crucial financial safety net for those out of work and those who have their hours reduced; further as a state run program, many states provide the standard maximum 26 weeks of benefits, however 7 states do not provide those weeks of benefits including North Carolina - 12 weeks, Florida - 12 weeks, Missouri - 13 weeks, Alabama - 14 weeks, South Carolina - 20 weeks, Arkansas - 20 weeks and Idaho 21 - weeks, we need a federal unemployment insurance system that provides a minimum of 26 weeks of coverage that can be expanded; and

**WHEREAS** , We must establish Universal Paid Sick Leave for all employees; data reveals that over 30 million workers do not have paid sick leave which, is an astounding number, where higher wage workers are the ones with paid sick leave benefits seeing 93% of the highest -wage workers receiving paid sick days and only 30% of the lower-paid workers able to earn sick days; in this way access to paid sick days increases with wages among workers disproportionately excluding workers at lower levels this vital security; and when worker s, or their family members, are sick they shouldn't have to decide between staying home from work to care for themselves or their dependents and paying rent or putting food on the table; and

**WHEREAS**, That unemployment insurance should not be tied to state budgets where unemployment programs/services have been inadequately funded for decades resulting in, and shown by, system wide glitches and total malfunctions experienced during the COVID-19 demand; and

**WHEREAS**, That unemployment insurance should be fully covered by federal funding, with increased benefits as current benefit levels only stand for 32.7% of the average wage; and

**WHEREAS**, That a weakened economy always undercuts state and local tax revenues affecting government budgets, and to address the financial deficit we must put in place measures to protect state and local budgets that are essential for jobs, public health, and other important public services.

**THEREFORE, BE IT FINALLY RESOLVED**, That the NAACP (National Association for the Advancement of Colored People) reaffirm our policy positions advocating for and continuing to urge Congress to pass legislation that establishes lasting economic policy measures making Unemployment Insurance a sustainable federal program; establish Universal Paid Sick Leave and non-employer based Health Insurance that will protect our workforce and their families from

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the devastation of economic collapse ensuring stability and equal access; and protect state and local budgets from devastating cuts in programs, services and jobs.

## **7. At Will Employment Reform**

**WHEREAS**, Employment-at-Will statutes give employers the right to terminate (fire or lay off) employees at any time, for any reason and without warning without incurring legal liability (except for reasons that are illegal under state and/or federal law); and

**WHEREAS**, Employment relationships are presumed to be "at-will" in all U. S. states except Montana. About 74% of U. S. workers are considered at-will employees; and

**WHEREAS**, Most countries throughout the world allow employers to dismiss employees only for cause [National Conference of State Legislatures]; and

**WHEREAS**, In Employment-At-Will states, an employer can change the terms of the employment relationship without notice and with no consequences to the employer. Employees are left vulnerable to arbitrary and sudden dismissal, limited or on-call work schedules, and unannounced cuts in pay and benefits; and

**WHEREAS**, In At-Will Employment states, employers have ready means of retaliating against employees who voluntarily leave without notice, such as litigation and/or negative references, while employees who are fired or laid-off without just cause or prior notice have little or no recourse; and

**WHEREAS**, While all employees are vulnerable in At-Will Employment states, African-Americans are at a greatest risk because, historically, they are the "last hired, first fired," and the first to see hours and jobs cut.

**THEREFORE, BE IT RESOLVED**, That the National Association for the Advancement of Colored People strongly condemns the discriminatory practices associated with At-Will employment.

**BE IT FINALLY RESOLVED**, That the NAACP urge state legislatures and local governments to repeal discriminatory at-will employment statutes and enact legislation that protects all laid off and fired workers in the same or similar way that the Worker Adjustment and Retraining Notification Act (WARN) does for certain classes of laid off workers.

## EDUCATION

### 1. *Homeless Student Food Security, Housing Stability, and School Performance Among College Students*

**WHEREAS**, Today college students face far more serious financial challenges than in previous generations; and

**WHEREAS**, Homeless students are individuals or families without permanent or fixed residences, typically living in abandoned buildings, public places, or the streets and, at times, seeking temporary shelter with public or private charities; and

**WHEREAS**, Food and housing vulnerabilities are barriers to academic success for students who attend university across the nation.

**THEREFORE, BE IT RESOLVED**, That the NAACP advocate for a federal and state housing voucher program which supports the homeless and housing-insecure; provides assistance to help cover the cost of rent that low-income students who meet federal income eligibility requirements established by the U.S. Department of Housing and Urban Development, and who qualify for the Section 8 program and are homeless or housing-insecure qualify for the program.

**BE IT FINALLY RESOLVED**, That the NAACP advocate for state and federal policy changes simplifying the Free Application for Federal Student Aid (FAFSA) process; expanding SNAP eligibility for college students; remove financial aid barriers to homeless youth in the upcoming reauthorization of the Higher Education Act, in particular HEA reauthorization should address barriers related to age and determinations of homeless status; reinstating year-round Pell Grants and raising the amount of Pell Grants to \$15,000 to improve struggling students' ability to succeed academically and professionally.

### 2. *Bias Training Court & Schools*

**WHEREAS**, The NAACP is dedicated to eliminating racial inequities that plague the criminal justice and educational systems in the United States; and

**WHEREAS**, The NAACP stands firmly against the criminalization of African-American students that is prevalent in the educational system; and

**WHEREAS**, Out of school suspension and expulsion policies disproportionately impact African-American students, increasing the likelihood of them entering the school-to-prison pipeline; and

**WHEREAS**, African-American defendants with the same or similar criminal profile as White defendants are more likely to receive as much as five years more years of punishment for the same or similar crimes; and

**WHEREAS**, Ongoing bias training in the educational system and in the criminal justice system are necessary to eliminate disproportionate discipline against African-American students in the school system and sentencing disparities for African-American defendants in the criminal justice system; and

**WHEREAS**, Social science evidence shows that the implementation of ongoing implicit bias training provides teachers can effectively educate teachers about their racial biases and equip them with the necessary skills to combat racial discrimination against African-American students, particularly in the area of discipline; and

**WHEREAS**, Implicit bias training in the criminal justice system effectively equips attorneys, judges, probation officers in order to effectively eliminate racial discrimination in the criminal justice system, and eradicate sentence disparities based on race.

**THEREFORE, BE IT RESOLVED**, That the NAACP calls on the U.S. Department of Justice, the U.S. Department of Education, state bar associations, state departments of education, local school boards, law schools, and the federal and state judiciary to undergo and conduct yearly implicit bias, cultural competency and bias disruption training with the teaching faculty, staff, judges and law students to eliminate racial bias within the legal and education systems.

### **3. *Civic Education Instruction in K-12***

**WHEREAS**, The NAACP seeks to confront and eliminate societal and institutional prejudices deterring the advancement of African Americans; and

**WHEREAS**, Civics knowledge and skills enable individuals to participate in a democracy and navigate civic remedies when rights have been infringed upon.

**THEREFORE, BE IT RESOLVED**, The NAACP reaffirm our 2017 Civic and Character Education in Schools Resolution and recommend civics lessons that should be included for K-8, as well as types of lessons that are appropriate for grades 9-12, and will urge our units through their Education Committees and Youth Councils to help to develop and review their State's Social Studies Standards applicable to Civics Education; and then meet and work with students, and social studies teachers, to discuss the curriculum and teaching of those standards in the local schools. NAACP representatives will then meet with State and local school officials to address

concerns about the standards and/or curriculum and instruction for civics education (based on those state standards) in their communities.

#### **4. *A Call to Action: Oppose Trump's Proposed 2021 Education Budget!***

**WHEREAS**, President Trump's FY 2021 proposed Education budget continues his administration's theme of educational freedom rather than educational equality; and

**WHEREAS**, This year's request proposes to consolidate and decrease funding for dozens of programs that support disadvantaged students while simultaneously calling for the creation of a \$5 billion tax credit to fund an Education Freedom Scholarship Program for students to attend private schools; and

**WHEREAS**, Although the FY 2021 budget includes an increase for career and technical education, that increase is dwarfed by an 8% cut in overall Education Department funding; and

**WHEREAS**, The Administration proposes to consolidate nearly every major K-12 funding stream, 29 programs in all, into a new block grant; and

**WHEREAS**, The new Elementary and Secondary Education for the Disadvantaged block grant slashes the total funding for the consolidated programs by 20%, or nearly \$5 billion, below last year's funding levels. The new block grant would consolidate funding that has been dedicated by Congress to support the Nation's most vulnerable students—students from low-income families, homeless students, English learners, migrant students, and others; and

**WHEREAS**, According to a 2018 Education Trust report, in 14 states the districts with the most students of color get less state and local funding than districts with the lowest percentage of students of color; and in 27 states districts with the highest poverty rates do not receive more state and local funding to account for that need.

**THEREFORE, BE IT RESOLVED**, That the NAACP opposes the Trump-proposed FY 2021 Education block grant and urges Congress to continue to provide robust, dedicated funding for essential programs such as Title 1, student support and academic enrichment grants, supporting effective instruction state grants, education for homeless children and youths, and comprehensive literacy development.

**BE IT FURTHER RESOLVED**, That the NAACP advocate that States take action to address any failure to provide equitable state and local funding to underfunded districts.

**BE IT FURTHER RESOLVED**, That the NAACP advocate against any effort by the current administration, for political reasons, to negatively impact state or local school district financial assistance; and

**BE IT FINALLY RESOLVED**, That the NAACP oppose the nearly \$5 billion tax credit to fund an Education Freedom Scholarship Program for students to attend private schools.

**5. *Ditch the College Debt/Post-Secondary Education & Financial Stability***

**WHEREAS**, The U.S. student loan debt with 44.7 million borrowers has people across the country sacrificing their essential needs to pay off the record \$1.6 trillion student loan debt; and

**WHEREAS**, The student debt crisis has disproportionately impacted black borrowers and hampered Black students with the most debt; and

**WHEREAS**, Black students are not only more likely to need to take on debt for school, graduates are also nearly five times as likely to default on their loans than their white peers; and

**WHEREAS**, An average Black graduate has \$7,400 more in student debt than his or her white peer; and

**WHEREAS**, Eliminating student-loan debt would narrow the racial wealth gap for families.

**THEREFORE, BE IT RESOLVED** That the NAACP work for free higher education for all and cancellation of all student loan debt.

**ENVIRONMENTAL JUSTICE**

**1. *Support for Sustainable Electronics Throughout the World***

**WHEREAS**, The National Association for the Advancement of Colored People has adopted resolutions and action items on Environmental and Climate Justice in 2012 and 2014; and

**WHEREAS**, The Silicon Valley is the birthplace of the high-tech revolution that transformed the world over the past several decades; and

**WHEREAS**, We have learned the hard way that the same technology which improved the lives of millions of people and has brought unparalleled economic development here and around the world, also includes a wide variety of hazards throughout its lifecycle- from mining to production to end-of-life recycling and disposal; and

**WHEREAS**, The manufacture and use of electrical and electronic products and devices has increased dramatically over the past decades and includes rapid growth in contract manufacturing, which takes place through a complicated chain of global subcontractors; and

**WHEREAS**, The rapid growth of the industry has been accompanied by increased use of toxic chemicals, an increase in a variety of adverse health outcomes in workers, and their offspring, and in surrounding communities (that has been observed in many countries around the world), as well as significant air and water pollution; and

**WHEREAS**, There are no uniform health-protective exposure standards for electronics manufacturing workers, including child laborers and female workers of child-bearing age; and

**WHEREAS**, There is a glaring lack of transparency about the hazardous substances used in and released from the production electrical and electronic products, as well as secrecy about the supply chain; and

**WHEREAS**, There is an overwhelming absence of tracking and reporting of patterns of disease associated with the electronic sector; and

**WHEREAS**, The American Public Health Association has called for the need to improve Occupational and Environmental Health in Global Electronics Industry (see Policy Number 20124 from October 30, 2012); and

**WHEREAS**, The NAACP has been a long-time champion economic and environmental justice and has fought for the rights of people to live healthy and dignified lives.

**THEREFORE, BE IT RESOLVED** That the National Association for the Advancement of Colored People urge the electronics industry to: develop precautionary health-based exposure limits to protect all electronic mining, production, and e-waste workers as well as, their offspring and their communities; abolition of child labor; provide effective health and safety training; provide access to information about the hazards that workers are exposed to; provide effective protection against exposures; implementation of green design; abolition exposure to hazardous working conditions; provide tracking and reporting disease associated with the electronics mining, and production and e-waste sectors in all electronics-producing countries; and

**BE IT FURTHER RESOLVED** That the NAACP declares its commitment to support initiatives of the many human rights activists who are working around the world to promote corporate and government accountability and sustainability in the global electronics industry and who are united by concern for the life-cycle impacts of this industry on health, the environment, and workers' rights. We further commit to support the development and the capacity of grassroots organizations, local communities, workers, and consumers, to achieve social, environmental and economic justice; and

**BE IT FINALLY RESOLVED** That the NAACP take action necessary to expose environmental and economic injustices throughout the entire lifecycle of the global electronics supply chain and to call on the industry governance entities to develop policies and practices to protect the workers and impacted communities around the world.

## **2. *Hurricane Evacuations in Pandemic Quarantines***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) seeks to address environmental and climate change risks that disproportionately affect communities of color; and

**WHEREAS**, Forecasters predict an above-average 2020 hurricane season, beginning June 1st; and

**WHEREAS**, One of the factors that the predictions are based upon is the above-average sea surface temperatures present across the Atlantic, because warm surface temperatures fuel the development of hurricanes; and

**WHEREAS**, Atlantic hurricanes can bring heavy rain, high winds, destructive tornadoes, storm surges, and inland flooding that may result in mass casualties if states are not well equipped and prepared to respond to disasters; and

**WHEREAS**, In 2005, the destruction and casualties after Hurricane Katrina exposed a series of problems in the local, state, and federal governments' emergency responses; and

**WHEREAS**, As a result, years of hardship disproportionately affected the low-income and Black communities of New Orleans; and

**WHEREAS**, A similar cycle of disproportionate hardship followed in the wake of such major hurricanes as Andrew (1992), Irma (2017), Maria (2017), Florence (2018), and Michael (2018); and

**WHEREAS**, In October 2018 the potent hurricane Michael crashed into the Florida Panhandle as a Category 4 Hurricane and brought catastrophic storm surge and sustained winds that altered the face of the state. Coastal communities, farm communities and forest communities saw devastating losses. Lives were impacted across southern Mid-Atlantic States of Georgia, North Carolina and Virginia; and

**WHEREAS**, During Hurricane Michael, in Bay County Florida alone, more than 40,000 homes were destroyed or damaged by flooding and wind. More than 1400 federally assisted rental homes were destroyed or substantially damaged. This resulted in 10,000 people being displaced, worsening the preexisting affordable housing crisis. Minority communities were impacted in a great way; and

**WHEREAS**, Hurricane Michael revealed weaknesses in FEMA’s communication and processing services. Survivors with the lowest incomes and having the greatest needs faced barriers receiving FEMA assistance. Lack of housing led to homelessness, it led to homeless people living in cars, tents and other uninhabitable and unsafe conditions; and

**WHEREAS**, State officials must prepare for the 2020 hurricane season, as the novel coronavirus, COVID-19, imposes a global threat; outbreaks across the globe have infected millions of people, and the number of casualties reach new levels each day; and

**WHEREAS**, As states are implementing infection prevention measures, their focus must shift to the idea that the pandemic and major hurricanes will occur simultaneously; and

**WHEREAS**, As part of the infection prevention measures, states have issued stay-at-home orders to combat COVID-19 outbreaks; while the standard procedure in hurricanes is evacuation orders for residence in flood zone areas; and

**WHEREAS**, If both orders are issued, then governments will need to inform Americans – particularly low-income people – about which order takes precedence.

**THEREFORE, BE IT RESOLVED** That the NAACP urges Congress, state legislatures and municipalities coordinate with emergency management officials to develop plans for shelters, as well as quarantines, and organize a unified message to communicate to citizens.

## HEALTH

### **1. *Reduce Health Disparities in the African American/Black Community***

**WHEREAS**, The recent pandemic of the novel coronavirus has reaffirmed the need for funding and increased advocacy for health education which will include the need for an annual health check-up in the African American/Black community; and

**WHEREAS**, African Americans/Black people suffer from the highest rates of medical disparities and have the highest mortality rate associated with diseases than any other race, including COVID-19; and

**WHEREAS**, The NAACP is concerned about the lack of attention being given to African American/Black people by the federal government and the medical profession; and

**WHEREAS**, National funding, community and faith-based programs have been reduced for low income and disadvantaged people.

**THEREFORE, BE IT RESOLVED**, That the NAACP work with the National Medical Association, American Medical Association, community based organizations and faith based organizations and partners to implement a holistic public health plan for African American/Black people that will provide both public and private insurance funding; and

**BE IT FINALLY RESOLVED**, That the NAACP advocate for federal, state and local policies and resources for annual medical examinations that will reduce health disparities, and implement programs that educate and empower individuals and families on chronic disease risk factors and warning signs, healthy eating, and physical activity to address these critical issues within the African American/Black populations.

## **2. *Curing the Epidemic of Black Youth Suicides***

**WHEREAS**, Since 1993, the suicide rate in Black children has increased significantly, from 1.36 to 2.54 per million, and decreased in White children, from 1.14 to 0.77 per million; and

**WHEREAS**, The suicide rate of Black children ages 5 to 12 is roughly two times higher compared with White children of the same age group; and

**WHEREAS**, Society has failed to act on behalf of Black youth by implementing laws to address this newly emerged health crisis; and

**WHEREAS**, The states of New York and New Jersey have recognized that Black youth suicides are on the rise and have made efforts to combat the alarming suicide rates by attempting to implement legislation; however, to date, legislation specifically addressing Black youth suicides has not been passed in these or any other states; and

**WHEREAS**, Black youth are disproportionately exposed to violence and traumatic stress in their communities, which can increase the likelihood of these youth dying by suicide; and

**WHEREAS**, Racial discrimination, poverty, and unhealthy dietary practices are also risk factors for poor mental health and suicidal ideation among Black youth; and

**WHEREAS**, According to the National Institutes of Health, “[c]yberbullying disproportionately affects youth who are already vulnerable to mental health and behavioral health disparities, including members of sexual minorities (i.e., gay, lesbian, bisexual), girls, and racial and ethnic minorities”; and

**WHEREAS**, A lack of awareness of mental health and adequate mental health treatment within Black communities add to the adversity surrounding Black youth suicide rates; and

**WHEREAS**, Black youth accounted for nearly 11% of 9th–12<sup>th</sup> grade students who reported having been electronically bullied during the previous 12 months. A 2011 study by the Bureau of Justice Statistics revealed 252, 000 Black youth were cyberbullied.

**THEREFORE, BE IT RESOLVED**, That the NAACP call for the Centers for Disease Control and Prevention to conduct extensive research regarding Black youth suicides, followed by the development of an extensively researched national plan of action for suicide prevention among all youth.

**BE IT FURTHER RESOLVED**, That the plan of action include national policy that mandates youth suicide prevention training and awareness in states and communities.

**BE IT FURTHER RESOLVED**, That NAACP work with community stakeholders to ensure that the trainings occurs in local communities.

**BE IT FINALLY RESOLVED**, That the plan of action also include the creation of a suicide prevention and cyberbullying hotline for youth of all racial and ethnic groups. The hotline should be implemented to address the present racial disparities in mental health treatment and cyberbullying of youth of color.

### **3. *Correctional Care Coordination: The Continuum of Health, Corrections, Re-entry, Pipeline to the Community***

**WHEREAS**, The NAACP has committed to eliminating race-based discrimination, health care disparities, inequities among Black and other people of color, and ensuring timely access to quality healthcare is available to all as demonstrated in the following resolutions: Resolutions of Health Care Reform in 1978, 2010; Patient Protection and Affordable Care in 2012, 2013, 2014; Spreading of Hep C in 2015; Promotion of Education to Prevent Spread of HIV; Good Mental Health in 2015, 2019; Prison Health Care Testing in 2003, 2006; Reducing Health Disparities in 2006, 2008; Reauthorization in Ryan White in 2006; Testing for Women in Prison in 1977, 2016; Elimination of Gender Disparities and Advancing Gender Equality in 2019; and Transportation and Medical Access Chronic Disease in 2017; and

**WHEREAS**, Adults in the criminal justice system have higher incidences of tuberculosis, HIV/AIDS, hepatitis B and C, and sexually transmitted diseases than the general population, and also have higher rates of chronic conditions such as asthma, diabetes, and hypertension, as well as behavioral health disorders; and

**WHEREAS**, Black youth are incarcerated at more than five times the rate of white youth; enter custody with unmet health needs, including vision, dental and hearing issues; experience high rates of traumatic stress disorder, sexually transmitted infections, and female reproductive health concerns; and

**WHEREAS**, Medicaid expansion, a provision of the Affordable Care Act, allows criminal justice system-involved individuals to qualify for health insurance and utilize it if not incarcerated; and

**WHEREAS**, Coordination of care that integrates medical and non-medical services under a trauma informed care model is essential to post-release success and chronic disease management; and

**WHEREAS**, Peer to peer support specialists build capacity in underserved communities by becoming system experts who have experienced incarceration and can build community support for quality services, accurate information, and engagement through their capacity to develop meaningful, organic connections and effectively work alongside health care professionals within the care continuum, becoming a bridge between the healthcare system and the community; and

**WHEREAS**, Prison system health records need to be automated and health records incorporated in the release packet, ensuring better access to necessary health-related services upon release.

**THEREFORE, BE IT RESOLVED**, That the NAACP supports and advocates for services to improve health literacy and healthcare system navigation for criminal justice system-involved persons and their support system as a component of care coordination access.

**BE IT FURTHER RESOLVED**, That the NAACP affirms the National Commission on Correctional Health Care's recommendation for the development and use of uniform electronic health records (EHR) and urges that it become a requirement for accreditation; that the EHR is recommended for continuity of care between community and correctional providers; and that until the EHR is completed, all individuals scheduled for release receive a release packet that includes continuity of care documents, a care plan with supportive service documents, community resource lists, a collaborative comprehensive case plan, and personalized instructions.

**BE IT FURTHER RESOLVED**, That the NAACP advocates for the use of trauma-informed care coordination models employing criminal justice system-informed peer support specialists.

**BE IT FURTHER RESOLVED**, That the NAACP supports and advocates for a state strategy to obtain Medicaid coverage for every eligible incarcerated person before being released into the community; and, in states where Medicaid coverage is available for the newly released inmates but the correctional system doesn't apply for Medicaid on their behalf, the NAACP encourages its branches to advocate for legislation that mandates DOCs, jails, and juvenile justice systems to screen everyone before release for Medicaid eligibility, and, if a person is found to be eligible,

institutional staff must submit an application on his or her behalf (e.g., Illinois Public Act 101-0351, effective 1/1/2020).

**BE IT FINALLY RESOLVED**, That the NAACP advocates for the use of innovative, promising, and evidence-based programs that utilize trauma-informed, patient-centered, and community-based strategies to address individual and population health concerns for the criminal justice system- involved; reduce the stigma associated with being criminal justice system-involved; eliminate health disparities; and advance public health practice and health equity.

#### **4. NAACP Supports “Affordable, Quality Health Care Now”**

**WHEREAS**, African Americans continue to experience worse health status and outcomes than White Americans and in 2019 the federal Office of Minority Health reported African Americans have a higher death rate than Whites for heart disease, stroke, cancer, diabetes, HIV/AIDS, asthma, influenza and pneumonia, and homicide; and

**WHEREAS**, According to the Century Foundation, the Affordable Care Act provided health care coverage to more than 20 million Americans who were previously uninsured, including 2.8 million African Americans, yet in 2018 Black Americans were still nearly twice as likely to be uninsured as White Americans (9.7 percent vs. 5.4 percent, respectively); and

**WHEREAS**, A recent study estimates that 18 percent of the 87 million underinsured adults aged 19 to 64 are African-American, with high-deductible plans that strain financial resources and prohibit the use of care; and

**WHEREAS**, Findings of the 2019 AARP Prescription Drug Survey of likely voters aged 50 and older showed that, of the 463 African-American respondents, 84 percent reported daily use of prescription medication; 62 percent considered the price of prescription drugs unreasonable; more than 40 percent did not fill or delayed filling a prescription in the past year because of cost; and 40 percent believed they might have to limit necessities such as food, electricity and fuel in the future to afford their prescription medication.

**THEREFORE, BE IT RESOLVED**, That the NAACP reaffirm our resolutions demanding affordable and equitable health care for all Americans, including the “Regarding Health Care for All (Universal Health Care)” resolution of 2006, the “NAACP Supports Full Implementation of the Federal Health Care Reform Law” resolution of 2010, the “NAACP Calls for Full Implementation of the Patient Protection & Affordable Care Act” resolution of 2013, and the “Prescription Drugs — Eliminating Pharmacy Benefit Manager (PMB) Gag Clauses” resolution of 2018; and

**BE IT FURTHER RESOVLED**, That the NAACP vehemently oppose any effort by the executive, legislative, and judicial branches of government to repeal the Affordable Care Act or undermine its provisions, including coverage of contraceptives without cost sharing, Medicaid expansion, and protections for those with pre-existing health conditions.

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**BE IT FURTHER RESOLVED**, That the NAACP call on pharmaceutical manufacturers, pharmacy benefit managers, and health insurance companies, all of whom significantly impact the cost and availability of prescription drugs, to collaborate effectively to make drug prices affordable for all Americans and to dedicate more effort and resources to educate African Americans about patient assistant programs.

**BE IT FURTHER RESOLVED**, That the NAACP urge Congress to develop and pass a public option that builds on the Affordable Care Act by further expanding coverage and requiring all states and municipalities to reduce disparities in care, lowering consumer costs for prescriptions and health care, and providing a publicly-sponsored alternative to private insurance.

**BE IT FINALLY RESOLVED**, That the NAACP work individually and with other advocates, health care leaders, public policy experts, and policymakers to demand sound policy solutions to the social determinants of health in the United States in order to address our growing health and health care crisis and our longstanding health and social disparities, which systematically undermine well-being and opportunity for communities of color, including African Americans, and ultimately shortchange the nation as a whole.

## HOUSING

### 1. *Discriminatory Effects of the HUD Disparate Impact*

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) has long been a proponent of housing non-discrimination, as enforced by the Fair Housing Act of 1968; and

**WHEREAS**, The NAACP is deeply troubled by a Department of Housing and Urban Development (HUD) proposal that essentially removes the test for “disparate impact” of housing discrimination practices, contradicting the intent of the Fair Housing Act; and

**WHEREAS**, The Fair Housing Act had the central objective of prohibiting racial discrimination in the sales and rentals of housing; and

**WHEREAS**, Interpretations of the Fair Housing Act heretofore have allowed plaintiffs to prove discriminatory effect, rather than having to prove intent; and

**WHEREAS**, Under the traditional “disparate impact” test, the plaintiff must show a discriminatory effect, which allows courts to focus on predictable outcomes, and not subjective intentions, which are not easy to prove; and

**WHEREAS**, Courts have held that the statutory language of the Fair Housing Act focuses on the consequences of the actions rather than the actor’s intent; and

**WHEREAS**, A new HUD proposal implements various standards that a plaintiff must satisfy in order to prove discriminatory treatment that are essentially impossible to prove, thereby requiring plaintiffs to prove intent; and

**WHEREAS**, HUD has not challenged algorithms that perpetuate unequal treatment of Black households when applying for loans; and

**WHEREAS**, The HUD proposal lays out arguments that housing providers can use to defend algorithms that have a discriminatory effect, which makes defence against racial injustice more difficult; and

**WHEREAS**, The HUD proposal has the effect of insidiously perpetuating the racial discrimination that the Fair Housing Act intended to use to protect Black families in America; and

**WHEREAS**, The absence of statutory language protecting “disparate impact” leaves no protection for racially discriminatory actions which cannot be proven to be intentional.

**THEREFORE, BE IT RESOLVED**, That the NAACP will continue to advocate for federal legislation preserving the use of the “disparate impact” analysis under the Fair Housing Act.

## INFORMATION TECHNOLOGY

### 1. *Protecting Youth from Data Exploitation by Online Technologies and Applications*

**WHEREAS**, The COVID19 pandemic has resulted in widespread school closures that are disproportionately disadvantaging families in under-resourced communities; and

**WHEREAS**, The resulting emergency learning tools have primarily been comprised of untested, online technology apps and software programs; and

**WHEREAS**, The National Education Policy Center has documented evidence of widespread adoptions of apps and online programs that fail to meet basic safety and privacy protections; and

**WHEREAS**, Privately managed cyber/online schools, many of which have been involved in wide-reaching scandals involving fraud, false marketing, and unethical practices, have seized the COVID crisis to increase marketing of their programs that have resulted in negative outcomes for students most in need of resources and supports; and

**WHEREAS**, Parents and students have a right to be free from intrusive monitoring of their children's online behaviors, have a right to know what data are being collected, what entities have access, how long data will be held, in what ways data would combined, and how data could be protected against exploitation; and

**WHEREAS**, Increased monitoring and use of algorithmic risk assessments on students' behavioral data are likely to disproportionately affect students of color and other underrepresented or underserved groups, such as immigrant families, students with previous disciplinary issues or interactions with the criminal justice system, and students with disabilities; and

**WHEREAS**, Serious harms resulting from the use of big data and predictive analytics have been documented to include targeting based on vulnerability, misuse of personal information, discrimination, data breaches, political manipulation and social harm, data and system errors, and limiting or creating barriers to access for services, insurance, employment, and other basic life necessities; and

**THEREFORE, BE IT RESOLVED**, That the NAACP advocate for strict enforcement of the Family Education Rights and Privacy Act to protect youth from exploitative data practices that violate their privacy rights or lead to predictive harms.

**BE IT FURTHER RESOLVED**, That the NAACP advocate for federal, state and local policy to ensure that schools, districts, and technology companies contracting with schools will neither collect, use, share, nor sell student information unless given explicit permission by parents in plain language and only after being fully informed on the specific data that would be collected and how it would be utilized.

**BE IT FURTHER RESOLVED**, That the NAACP work independently and in coalition with like-minded civil rights, civil liberties, social justice, education and privacy groups to collectively advocate for stronger protection of data and privacy rights.

**BE IT FURTHER RESOLVED**, That the NAACP oppose state and federal policies that would promote longitudinal data systems that track and/or share data from youth from infancy/early childhood in exploitative, negatively impactful, discriminatory or racially profiling ways through their education path and into adulthood.

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**BE IT FINALLY RESOLVED**, That the NAACP urge Congress and state legislatures to enact legislation that would prevent technology companies engaged in big data and predictive analytics from collecting, sharing, using and/or selling children’s educational or behavioral data.

## IMMIGRATION/INTERNATIONAL AFFAIRS

### 1. *Petition Regarding the Grand Ethiopian Renaissance Dam (GERD)*

**WHEREAS**, The efforts of the United States and the World Bank to resolve the dispute between Egypt and Ethiopia are well recognized; and

**WHEREAS**, The Grand Ethiopian Renaissance Dam (GERD) is a massive hydroelectric power plant being constructed on the Blue Nile in Ethiopia. In mid-January, 2020, Egypt, Ethiopia and Sudan reached a preliminary agreement aimed at clearing the way for the operation of the \$5 billion project on the Blue Nile. That was after years of wrangling that saw Egypt threaten military action against the dam; and

**WHEREAS**, The dam - a huge project on one of the River Nile's main tributaries, the Blue Nile in Ethiopia - is designed to generate 6,000 megawatts of electricity. Its reservoir can hold more than 70 billion cubic meters of water. That's nearly equal to half of the Nile's annual flow. Filling the immense reservoir will diminish the flow of the Nile. Currently, more than 80% of the water reaching Egypt comes from the Blue Nile; and

**WHEREAS**, The fate of several Nile Water Treaties -- negotiated in the 20<sup>th</sup> Century when several of the parties were still under British rule – has been a major sticking point in negotiations. Upstream states believe a new agreement must replace the Treaties, whereas Egypt insists that any agreement must recognize the treaties and that they continue to be binding; and

**WHEREAS**, A robust framework was laid out under the Nile Basin Initiative (NBI) in 1999 by ten countries and the World Bank which subsequently refused to fund the current project (Liersch, Koch and Hattermann, 2017), but appears now to play a “neutral” observer/mediator role; and

**WHEREAS**, Ethiopia and four other upstream riparian States (Kenya, Uganda, Rwanda and Tanzania) signed the Cooperative Framework Agreement (CFA), which favored the equitable and fair use of the waters of the Nile River, and was ratified by the Ethiopian Parliament on June 13, 2013; and

**WHEREAS**, Egypt, Sudan and Ethiopia had agreed on a technical team studying the impact of filling the GERD, but Egypt continues to backtrack on the agreements and refuses to negotiate in good faith; and

**WHEREAS**, At a time when the transition in Ethiopia is experiencing considerable challenges, Egypt has seized the opportunity to advance its own interest by undermining the NBI framework and the ongoing change in Ethiopia, as was evidenced by the official pronouncements of successive Egyptian politicians to resort to military action against Ethiopia and support subversive activities; and

**WHEREAS**, It is well recognized that Egypt's objective of thwarting the filling of the GERD within the appropriate time would cause extreme economic hardship on Ethiopia due to escalating costs and lost opportunities; and

**WHEREAS**, The United States has been participating in these negotiations in the role of a neutral facilitator but questions have been raised by Ethiopia about that neutrality.

**THEREFORE BE IT RESOLVED**, That the NAACP convey to the US Department of State the importance of not only being a neutral facilitator but also being seen as truly neutral by parties in order to be effective in achieving a 21st century solution.

**BE IT FURTHER RESOLVED**, That the NAACP urges a fair and balanced solution be formulated and implemented on the basis of a framework that guarantees and respects the sovereignty of Ethiopia, Kenya, Uganda, Rwanda, Tanzania and Egypt over the sources of the Blue Nile and the operating of the dam.

**BE IT FURTHER RESOVLED**, That the NAACP calls on the World Bank to engage in a solutions process as a neutral facilitator and reengage in affirmative consideration of financing the GERD project.

**BE IT FINALLY RESOLVED**, That the NAACP support a fair and balanced solution based on a framework that guarantees and respects the sovereignty of Ethiopia, Kenya, Uganda, Rwanda and Tanzania over the sources of the Blue Nile and the operation of the dam.

# LABOR

## 1. *Protection for Whistleblowers*

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) strives for equality of social and economic rights of all persons through pursuing enactment of federal, state, and local laws securing civil rights; and

**WHEREAS**, Whistleblowers are an integral component in identifying government corruption and fraud within agencies in which they are employed; and

**WHEREAS**, The Whistleblower Protection Act (WPA) of 1989 was enacted to protect government employees who report illegal activity from employer retaliation; and

**WHEREAS**, The Whistleblower Protection Enhancement Act (WPEA) of 2012 amended the WPA to provide greater protections for whistleblowers. The WPEA did this by implementing and enforcing nondisclosure agreements that are consistent with whistleblower protections; and

**WHEREAS**, The benefit of whistleblower actions extend to other aspects of society beyond government organizations; for example, through its impact on agriculture and hospital practices to protect public health and welfare; and

**WHEREAS**, The current federal and state whistleblower laws are not adequate in their level of protection of whistleblowers inasmuch as whistleblower complaint case resolutions are often not in favor of the whistleblower; and

**WHEREAS**, Congress has amended the WPEA to strengthen whistleblower protections to mandating routine oversight to ensure that complainants are protected and any form of retaliation; and

**WHEREAS**, Congress must re-examine the current protections and address the insufficiencies identified in published research on whistleblower complaints and resulting hostile environments.

**THEREFORE, BE IT RESOLVED**, That the NAACP reaffirms its support for more protection of whistleblowers at the federal, state and local government levels, the need for more independent oversight to prevent retaliatory behaviors in organizations, and the development of procedures to promote disclosure of misconduct against whistleblowers.

## LEGISLATIVE AND POLITICAL ACTION

### 1. *In Support of U.S. House of Representatives Resolution 1055 Affirming Strong Ties Between the United States and Liberia and Calling for Full Implementation of the Truth and Reconciliation Commission's Recommendation*

**WHEREAS**, According to the Liberia's Truth and Reconciliation Commission (TRC), due to the civil unrest in Liberia that lasted more than 14 years, it was estimated that more than 250,000 citizens were killed and over 1.5 million were displaced; and

**WHEREAS**, Based on these findings, the TRC made recommendations for sustainable peace, reconciliation, criminal prosecution for atrocities committed, reparations for victims and memorialization, etc.; and

**WHEREAS**, In November, 2018, the United States House of Representatives passed H. Res. 1055 to affirm the strong ties between the United States and Liberia, and to affirm support for democratic principles and the call for full implementation of the Truth and Reconciliation Commission's recommendations.

**THEREFORE, BE IT RESOLVED**, That the NAACP urges the US Congress to support providing additional assistance to the oppressed people living in Liberia.

### 2. *In Support of the Adoption of the Ban Conflicted Trading Act, Prohibiting Members of Congress from Owning or Trading in Individual Private Stocks or Sitting on Corporate Boards While in Office*

**WHEREAS**, The Obama Administration approved the Stock Act in April 2012, prohibiting "the use of non-public information for private profit, including trading by members of Congress; and

**WHEREAS**, There have been members of US Senate and House who have demonstrated their willingness to endanger American lives and livelihoods by delaying informing the public, and demonstrated their willingness to flagrantly violate federal law and regulations to enrich themselves through information they gain explicitly through their role as members of Congress; and

**WHEREAS**, There is an incredibly long history of U.S. Congressional members engaging in insider trading, particularly before the 2012 STOCK Act; and

**WHEREAS**, In response, U.S. Reps Raja Krishnamoorthi (D-IL), Rep. Joe Neguse (D-CO), and Rep. Alexandria Ocasio-Cortez are re-introducing the Ban Conflicted Trading Act as a new House Bill (Introduced in the Senate in 2018 by Sen. J. Merkley (D-OR)) that prohibits the ownership or trade of individual private stocks by members of Congress; and

**WHEREAS**, The Ban Conflicted Trading Act also extends the prohibition of Corporate Board Membership to members of the House (already prohibited for Senators).

**THEREFORE, BE IT RESOLVED**, That the NAACP advocate for the passage of the Ban Conflicted Trading Act; and

**BE IT FINALLY RESOLVED**, That the NAACP support the investigation, prosecuting, and/or removal of any and all members of Congress found using insider trading information for private gain.

### **3. *Repeal Electoral College***

**WHEREAS**, The 45<sup>th</sup> president did not win by a popular vote, but by the Electoral College, and that victory was tainted and subject to congressional investigations; and

**WHEREAS**, Per the Oxford Dictionary of English, a democracy: A system of government by the whole population or of all the eligible members of a state, typically through elected representatives *a system of parliamentary democracy*; and

**WHEREAS**, Many states are allegedly involved in voter suppression, redistricting irregularities and redlining to maintain the system of power connected to the Electoral College.

**THEREFORE, BE IT RESOLVED**, that the NAACP reaffirm our support for the repeal of the Electoral College and replace it with the popular vote.

### **4. *Force Arbitrations Antithetical to Civil Rights***

**WHEREAS**, The mission of the National Association for the Advancement of Colored People (NAACP) is to secure the political, educational, social, and economic equality of rights in order to eliminate discrimination and ensure the health and well-being of all persons; and

**WHEREAS**, The vision of the National Association of the Advancement of Colored People is to ensure a society in which all individuals have equal rights without discrimination; and

**WHEREAS**, Title VII of the Civil Rights Act of 1964 is a federal law that protects employees against discrimination based on race, color, national origin, sex, and religion, and under Title VII

an employer may not discriminate with regard to any term, condition, or privilege of employment; and

**WHEREAS**, The scope of Title VII extends to areas such as recruiting, hiring, promoting, transferring, training, disciplining, discharging, assigning work, measuring performance, and providing benefits. Employers in both private and public sectors that employ fifteen or more employees are subject to this law. The federal government, employment agencies, and labor organizations are also subject to Title VII; and

**WHEREAS**, Mandatory arbitration is a clause contained in a contract, often an employment contract, that prevents a conflict from being resolved in court; and

**WHEREAS**, Mandatory arbitration agreements have become a commonplace and popular tool used by corporations to prevent litigation over alleged wrongdoing on their part; and

**WHEREAS**, In regard to employment contracts, mandatory arbitration agreements bar access to the judicial system for claims including “employment discrimination and sexual harassment claims based on Title VII of the Civil Rights Act, protections for employees with disabilities under the Americans with Disabilities Act, rights to maternity and medical leaves based on the Family and Medical Leave Act, and entitlements to minimum wages and overtime under the Fair Labor Standards Act”; and

**WHEREAS**, Employers prefer arbitration because it is less expensive than having to litigate the conflict in court. A 2015 study found that arbitration procedures prevent employees from filing formal complaints against their employers and favor employers over employees in almost every regard; and

**WHEREAS**, Although employment discrimination is prohibited by civil rights statutes such as Title VII, statutory claims are subject to arbitration under the Federal Arbitration Act (“FAA”); and

**WHEREAS**, When considering the text of Title VII, its legislative history, and inherent conflicts between arbitration and the underlying purposes of the statute, it is clear that Congress did not want the civil rights protections guaranteed by these statutes to be eviscerated by mandatory arbitration; and

**WHEREAS**, There is currently a federal appellate circuit split as to how to handle Title VII claims and mandatory arbitration; in particular, the Ninth Circuit uses a non-immunization principle when they interpret and apply Title VII to mandatory arbitration cases; and

**WHEREAS**, The non-immunization principle used by the Ninth Circuit when interpreting and applying Title VII to mandatory arbitration cases, bolstered by an analysis of the legislative history of the statutes in issue, congressional intent, and public policy, should be used by tribunals across the country when dealing with civil rights statutes and arbitration.

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**THEREFORE, BE IT RESOLVED**, That the NAACP demand the passage and enactment of legislation and regulations in every state, the District of Columbia and all territories opposing forced arbitration as a threat to and abridgement of civil rights, and prohibiting such practices as they relate to employment contracts and business-consumer transactions.

## **5. *Misuse of Personal Data and Biometrics***

**WHEREAS**, The mission of the National Association for the Advancement of Colored People (NAACP) is to secure political, educational, social, and economic equality of rights in order to eliminate discrimination and ensure the health and well-being of all persons; and

**WHEREAS**, Personal data includes all data which is able to identify a person, from their name, to their IP address, to their face. Major companies have access to so much personal data that they are able to survey the whole economy. Google can see what people search for, Facebook can see what people like and share, and Amazon can see what people are browsing and ultimately buying; and

**WHEREAS**, Personal data is the newest, most valuable commodity, which is collected and sold by companies. Companies are now selling their technology to public bodies, particularly biometric identifying technology. There is an increase in the use of biometric data by federal, state and municipal bodies as biometric identifiers increase in sophistication. These biometric identifiers are attractive to public bodies as the identifiers are becoming increasingly more accurate. However, the technology that is currently being used processes darker skin differently from skin of other complexions, and may inherently be biased; and

**WHEREAS**, Personal data has been used in advertising. This is because data is usually given freely by users on social media. For example, Facebook users may freely give their age, education level and their various interests; and

**WHEREAS**, Facebook could collect users browsing history, allowing Facebook to build profiles on their users. Companies are then able to pay Facebook to advertise their products to people they believe may be interested in their product; and

**WHEREAS**, However, personal data has not only been used in advertising products but also in politics. Cambridge Analytica, a company used by political campaigns, harvested the data of over 50 million Facebook users to build a software program to predict and influence political choices. Although Facebook knew of the data breach, they did not secure the information; and

**WHEREAS**, Some companies use a different type of biometric data called facial recognition technology. Facial recognition technology allows the automatic identification of an individual by matching two or more faces from digital images. This is done by detecting and measuring various facial features from the image and comparing them with features taken from other faces. Facial

recognition technology usually gathers facial images through the internet, social media and CCTV footage; and

**WHEREAS**, Unlike other forms of biometric data such as fingerprints or DNA, facial images are easy to collect, there could be multiple images of a person over a long period of time, and many people are unaware of their collection. Companies such as Clearview collect facial images from social media platforms, and these images remain on Clearview servers long after they are removed from the social media platforms. These images are then shared with potential law enforcement agencies that have access to over more than three billion photographs. Although Twitter, YouTube and Facebook have all sent cease-and-desist letters to Clearview, it has not stopped collecting the images. Further, Apple uses facial recognition technology as a method of unlocking phones. Amazon sells their facial recognition technology, Recognition, to law enforcement agencies; and

**WHEREAS**, There is no current federal legislation regulating how companies and public entities use, collect, disclose and sell personal data. Many state legislatures have considered bills on privacy, with two states enacting privacy laws—Nevada and California. Further, there is also no current federal legislation that bans the use of biometric identifiers. Three states (California, Oregon and New Hampshire) have limited the use of facial recognition technology through legislation that prohibits police officers' use facial recognition technology in their body cameras; and

**WHEREAS**, The small number of state laws that have been enacted have focused on the impact that biometric identifiers have on civil liberties at large, including the potential of biometric data to exacerbate racial injustice; and

**WHEREAS**, As biometric data is becoming increasingly more accurate, there are discrepancies. For example, facial recognition technology has higher error rates for Black women and men. Depending on the particular algorithm and type of search, African Americans were up to 100 times more likely to be misidentified than White men—with the study comparing different races and genders, resulting in White men having the highest accuracy score; and

**WHEREAS**, These bias results could ultimately lead to discrimination. The lack of accuracy will lead to more false positives, which increases the likelihood of Black people being stopped by law enforcement for no reason at all. Black and Hispanic drivers are stopped more often than White drivers without factoring in the use of biometrics. Thus, facial recognition will undoubtedly intensify an already existing bias in law enforcement; and

**WHEREAS**, With no statutory language limiting the use of biometric identifiers, the technology is being used by law enforcement in ways that can lead to misidentification of African Americans.

**THEREFORE, BE IT RESOLVED**, That the NAACP demand that Congress, state legislatures and municipalities enact policies against the collection and sale of personal data by companies

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without affirmative, opt-in consent; ban targeted political advertising based on personal information unless they have explicit consent; ban the use of facial recognition technology by law enforcement; and propose a regulatory system for public bodies to use biometric identifiers which are non-biased, accurate and balance democratic values with security concerns.

## **6. *The Impeachment of Attorney General William P. Barr***

**WHEREAS**, The core mission of the U. S. Department of Justice (the Department) is “to ensure fair and impartial administration of justice for all Americans;” and

**WHEREAS**, Attorney General William P. Barr has repeatedly abused his office to provide personal and political protection to Administration Officials, at the expense of the integrity and credibility of the U.S. Justice Department; and

**WHEREAS**, Attorney General William P. Barr threatens the public’s confidence in the fair and impartial administration of justice;” and

**WHEREAS**, Attorney General William P. Barr sees his role as that of legal and political defender of the Administration; and

**WHEREAS**, On March 24, 2019, Attorney General William P. Barr mischaracterized the Mueller Report on Russian interference in the 2016 U.S. election, by withholding the report's conclusions for almost a month before finally releasing the full report to Congress and the public; and

**WHEREAS**, On August 12, 2019, a Whistleblower Complaint was filed with the inspector General of the Intelligence Community accusing Administration Officials "Abuse of Power" for soliciting interference from a foreign country in the 2020 U.S. election, and Attorney General Barr's refusal to recuse himself for conflict of interest; and

**WHEREAS**, Attorney General Barr continues to engage in conflicts of interest by participating in, and the oversight of the Department's handling of all complaints against President Donald J. Trump, as well as his close associates, which threatens the integrity of the investigations prosecutions, and the rule of law; and

**WHEREAS**, Attorney General Barr continues to engage in a pattern of biased actions in support of President Donald J. Trump, as well as his close associates; and

**WHEREAS**, Attorney General Barr has decimated the impartial administration of justice on behalf of all Americans and has seriously and repeatedly undermined the integrity and credibility of the United States Department of Justice; and

**WHEREAS**, Attorney General William P. Barr has failed the American people, disgraced the office, and is unfit to continue to serve as U. S. Attorney General.

**THEREFORE, BE IT RESOLVED**, That the NAACP demand the immediate impeachment and removal from office of Attorney General William P. Barr.

**7. *End Capital Punishment in the United States of America***

**THEREFORE, BE IT RESOLVED**, That the National Association for the Advancement of Colored People reaffirms and stands united and will continue to advocate to end capital punishment at the federal and state level permanently; and

**BE IT FINALLY RESOLVED**, That units of the NAACP encourage the proper government authorities and all people of good will to halt capital punishment in the United States of America. This will be in keeping with 104 countries that have already abolished this inhumane act.

**VOTING RIGHTS**

**1. *The NAACP Support Reforms that Achieve Voting Rights for All During the Coronavirus Pandemic and Beyond***

**WHEREAS**, Our robust democracy must meet this challenge through adopting a **set of reforms** designed to promote safe and accessible elections including the following:

- Congress must create minimum standards for states to follow in several key areas of election administration to ensure full and safe voter participation. This means offering a variety of measures to make voting accessible during this public health crisis, including automatic and same day registration and the use of paper ballots instead of touchscreen machines, in order to reduce the spread of #COVID-19.
- No-fault absentee voting (Mail-In Voting and ballot drop offs) should be available in every state. Most states already allow some form of voting by mail, but the rules vary widely and not everyone knows about the opportunity and how it works. To counter historic problems around absentee balloting, we must take great care to ensure that votes are freely and fairly cast and that ballots will be securely returned, tracked through the USPS, processed, and counted in a fair and accurate manner. These provisions must also eliminate barriers to requesting and returning ballots including but not limited to eliminating requirements for notarization, copying and scanning of identification, and postage charges.
- Election Day voting must be safely administered and fully available with sufficient precincts, machines and poll workers to match the number of eligible voters. Having enough sites must

be ensured so that all voters have a choice and easy access to vote in person. African Americans are least likely to vote by mail. Our community fought hard to secure the right to vote, and even today, most Black voters choose to cast their ballot in person. Given the history and significance of in-person voting to our community, it is essential that in-person voting options be retained and expanded to ensure voter safety throughout this crisis.

- Early voting should be championed and supported across all states with a minimum of two weeks guaranteed including weekends. This should also include expanded voting hours and curbside voting.
- Guaranteed safety of our poll workers, who are the backbone of our local democracy through ensuring CDC compliant Covid-19 protective gear, hazard pay and access to free emergency medical coverage if needed due to possible exposure while working the polls.

**THEREFORE, BE IT RESOLVED,** That the NAACP advocates for the US Congress to provide adequate funding and resources to state and local jurisdictions to improve and provide safe, secure and effective voting systems and that no excuse mail-in voting be secured in every state and territory; and

**BE IT FINALLY RESOLVED,** That the NAACP strongly urge elected officials of all political parties at the national, state and local levels to work together to enact policy, appoint federal, state and local election officials and judges who will protect the health of every voter and ensure the opportunity to cast a free and unfettered ballot and have their vote counted.

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## COMMEMORATIVE

### 1. *NAACP Celebrates and Commemorates the Life and Struggles of John Lewis*

**WHEREAS**, John Robert Lewis, who was sometimes called the “Boy from Troy” was born on February 21, 1940 near Troy, Alabama; Congressman John Lewis died in Atlanta, Georgia at the age of 80 on July 17, 2020; and

**WHEREAS**, John Lewis’ parents were sharecroppers outside of Troy, and he grew up spending Sundays with a great-grandfather who was born into slavery. He lived in the realities of Jim Crow-era segregation, hearing about the lynchings of Black men and women that were still a commonplace in the region; and

**WHEREAS**, He was preaching to the family chickens by the age of five, and grew into an ordained minister; and

**WHEREAS**, John Lewis dedicated his existence – often risking his very life – in support of ensuring that every American could register, vote and be assured their vote was counted; and

**WHEREAS**, In 1961, John Lewis became one of the thirteen original “Freedom Riders”; and

**WHEREAS**, From 1963 until 1966, John Lewis served as Chairman of the Student Nonviolent Coordinating Committee (SNCC), of which he was a founding member; and

**WHEREAS**, During his long career as an activist, Lewis was arrested forty-five times and beaten repeatedly by the police and by white supremacists, most famously in Selma, on March 7, 1965—Bloody Sunday—when he helped lead six hundred people marching for voting rights. After they had peacefully crossed the Edmond Pettus Bridge, in Selma, Alabama troopers attacked, using tear gas, clubs, and bullwhips. Within moments of their charge, Lewis lay unconscious, his skull fractured. He later said, “I thought I was going to die”; and

**WHEREAS**, At age 23 John Lewis was the youngest of the “big six” (along with Dr. Martin Luther King, Jr., Roy Wilkins, James Farmer, Whitney Young, and A. Phillip Randolph) leaders of the historic March on Washington; and

**WHEREAS**, John Lewis was first elected to Congress in 1986, representing Georgia’s 5<sup>th</sup> Congressional district, which is based primarily in Atlanta (Fulton County) and parts of DeKalb

and Clayton counties. Congressman Lewis was reelected 16 times, dropping below 70 percent of the vote in the general election only once, and was unopposed six times; and

**WHEREAS**, On June 22, 2016, Congressman Lewis led a sit-in on the floor of the House of Representatives demanding then-House Speaker Paul Ryan allow a vote on gun safety legislation in the aftermath of the Pulse night-club shooting in Orlando, FL. Although they were unsuccessful that year, they did shut down the business of the House for almost 26 hours, and gun safety legislation was one of the first measures considered by the 116<sup>th</sup> Congress in 2018; and

**WHEREAS**, Throughout his long career in the U.S. House of Representatives, Congressman Lewis became known as the “Conscience of the Congress;” and

**WHEREAS**, John Lewis was also a prolific author, writing books including “Walking With the Wind” (1998); “Across That Bridge” (2012); “Civil Right and the Promise of Equality” (2015); Run (2018); and the “March” Trilogy (beginning in 2018); and

**WHEREAS**, Congressman Lewis earned a number of awards throughout his career, including the Profile In Courage Award by the John F. Kennedy Library in 2001; the Presidential Medal of Freedom in 2011; the NAACP Spingarn Award in 2013; and in 2019 the NAACP Chairman’s Award for the 51<sup>st</sup> Image Awards; and

**WHEREAS**, During his 80 years on our earth, John Lewis seemed to get into one scrape of “good trouble” after another; and

**WHEREAS**, Given the importance John Lewis placed on the right of all Americans to cast a free and unfettered ballot and to be certain that their vote counted, the House of Representatives voted unanimously to rename H.R 4, the “*Voting Rights Advancement Act*” the “*John R. Lewis Voting Rights Act of 2020.*” H.R. 4, which was strongly supported by the NAACP, would restore, repair, and strengthen the 1965 *Voting Rights Act*. H.R. 4 passed the U.S. House of Representatives by a decisive margin of 228 – 187 on December 6, 2019 but has not yet received Senate consideration.

**THEREFORE, BE IT RESOLVED**, In honor of John Lewis’ consistent bravery and life-long dedication for the right to vote that every NAACP member and unit contact their U.S. Senators and President Trump and urge the United States Senate to swiftly pass, and for the President to immediately sign into law H.R. 4, the “*John R. Lewis Voting Rights Act of 2020*” and work to eliminated obstacles that prevent every eligible American from casting an unfettered vote and having it count.

**2. NAACP Mourns the Death and Celebrates the Life of Reverend Cordy Tindell "C.T" Vivian**

**WHEREAS**, Reverend Cordy Tindell "C.T" Vivian was born on July 30, 1924 in Boonville, MO. and died at age 95 on July 20, 2020 in Atlanta, GA; and

**WHEREAS**, Rev. Vivian, who studied for the ministry at the American Baptist Theological Seminary in Nashville, Tennessee, was in the words of his close friend Rev. Dr. Martin L. King Jr. "the greatest preacher to ever live"; and

**WHEREAS**, C. T. Vivian is a distinguished leader in the non-violent struggle for civil and human rights and was one of Dr. King's closest confidants and field generals; and

**WHEREAS**, Rev. Vivian was the national director of at least 85 local affiliate chapters of the Southern Christian Leadership Conference (S.C.L.C.) from 1963 to 1966, directing protest activities and training in nonviolence as well as coordinating voter registration and community development projects throughout the Southern United States; and

**WHEREAS**, Although he was on the "front lines" of the struggle for civil rights in the 1960's, Rev. Vivian refused to give up the struggle as long as ethnic and racial inequities persisted; and

**WHEREAS**, Rosa Parks said of Rev. Vivian that "even when we supposedly had our rights he was still out there, inspiring the next generation"; and

**WHEREAS**, In addition to non-violent work on behalf of racial equality in the 1960's, Rev. Vivian also helped found numerous civil rights organizations, including Vision, the National Anti-Klan Network, and the Center for Democratic Renewal; and

**WHEREAS**, In 2011, recounting his numerous trips to jail and the numerous beatings he endured at the hands of segregationist law officers and others, he said "In no way would we allow nonviolence to be destroyed by violence"; and

**WHEREAS**, Included in his many honors and awards, Rev, C.T. Vivian earned the Presidential Medal of Freedom in 2013. During his acceptance speech, Rev. Vivian said ""Do what you can do and do it well. But always ask your question: Is it serving people?"

**THEREFORE, BE IT RESOLVED**, That the NAACP celebrates the life and mourns the passing of Reverend Cordy Tindell "C.T." Vivian.

### 3. ***Honoring the Life and Legacy of Chadwick Boseman***

**WHEREAS**, Chadwick Aaron Boseman, was born on November 29, 1976, in Anderson, South Carolina to supportive, dedicated parents Leroy Boseman and Carolyn Boseman, who encouraged Mr. Boseman to pursue his goals; and

**WHEREAS**, Chadwick Boseman was an accomplished writer, writing and producing his first play in high school, *Crossroads*, in response to the death of a classmate, a young man on his high school basketball team who was tragically shot and killed; and

**WHEREAS**, Although Mr. Boseman was an accomplished scholar and athlete in High School and was recruited to play sports in college, he chose to pursue higher education in the arts in the illustrious and historic Historically Black University, Howard University where he graduated in 2000 with a Bachelor of Arts degree; and

**WHEREAS**, While Mr. Boseman matriculated at Howard University, he honed his academic pursuits and his artistic craft under the tutelage of the renowned actress Phylicia Rashad; and

**WHEREAS**, Mr. Boseman further pursued his studies in the British American Drama Academy in London, and thereafter, he began his career as an accomplished actor; having early success as a stage actor, writer and director before joining television shows such as *Lincoln Heights*, and performed in a number of stage productions in New York Theater; and

**WHEREAS**, Mr. Boseman made a decision to forego movies and television shows where African Americans were depicted in negative, stereotypical roles, but instead found success in the field of acting portraying many of America's African-American history makers including the first African-American Supreme Court Justice and renowned NAACP attorney, Justice Thurgood Marshall in the film *Marshall*, talented and widely acclaimed Godfather of Soul, singer James Brown in the film *Get on Up*, and baseball legend Jackie Robinson, in the film *42*, among other roles; and

**WHEREAS**, In 2018, Boseman starred in the renowned Black Panther film as King T'Challa of the Wakanda people, the first film where a Black superhero had a starring role, wherein a legacy of hope and achievement in the African Diaspora was highlighted; and

**WHEREAS**, The film *Black Panther*, not only shattered box office records, raking in an estimated \$218 million domestically, it went on to earn an Academy Award nomination for Best Picture and became an integral part of the African diaspora film history; and

**WHEREAS**, At the 50th Annual NAACP Image Awards, Mr. Boseman received the ‘Outstanding Actor in a Motion Picture’ award for *Black Panther*; and

**WHEREAS**, As an actor and role model, Mr. Boseman helped to reverse generations of silver-screen stereotypes with an authenticity and dedication to the Black culture, fostering culture and pride to an entire community of people; and

**WHEREAS**, Mr. Boseman was diagnosed with stage III colon cancer in 2016, and battled with it these last 4 years as it progressed to stage IV, he persevered through it all, countless surgeries and chemotherapy, and brought us many of the films that continue to inspire and challenge us to live a life of greatness and integrity; and

**WHEREAS**, Mr. Boseman’s life shall serve as an inspiration to all of us, that even when challenges have arrived at your door, keep pushing forward and living to your fullest potential, with humility and grace.

**THEREFORE BE IT RESOLVED**, That the NAACP, during this 111<sup>th</sup> Annual Convention, pauses to acknowledge, appreciate and celebrate the life, legacy and illustrious contributions of Mr. Chadwick Aaron Boseman, a real life superhero, for his immeasurable legacy, telling the necessary stories, serving his community and embodying his purpose.

**BE IT FINALLY RESOLVED**, That a copy of this resolution will be placed in the NAACP archives and given to Mr. Boseman’s family.

**4. Honoring the Life and Legacy of the Honorable Nathaniel Raphael Jones**

**WHEREAS**, The brilliant and courageous trailblazer, and tireless champion of civil rights, the Honorable Judge Nathaniel Raphael Jones was born on May 12, 1926, in Youngstown, Ohio, to Lillian Brown Jones and Nathaniel Bacon Jones, and was the grandson of enslaved African Americans; and

**WHEREAS**, Judge Jones, as a young child was first introduced by his mother Lillian Brown Jones to the National Association for the Advancement of Colored People where he joined the NAACP Youth Council and organized a successful boycott to challenge a local skating rink which only allowed African Americans to skate on Monday nights; and

**WHEREAS**, Judge Jones excelled in his academic endeavors and graduated from South High School in 1945 and thereafter was inducted into the United States Army during World War II where he served his country with distinction and honor; and

**WHEREAS**, After the end of World War II, Judge Jones began his matriculation at Youngstown State University where he received an Artium Baccalaureus degree in 1951, and thereafter received a Latin 'Legum Baccalaureus' degree from Youngstown State University in 1956; and

**WHEREAS**, Judge Jones was called to the Bar in 1956, and thereafter began an exemplary legal career, serving as the Executive Director of the Fair Employment Practice Commission, the first African-American Assistant United States Attorney for the Northern District of Ohio, and the Assistant General Counsel to President Lyndon B. Johnson's National Advisory Commission on Civil Disorders, before he was hired in 1969 by Roy Wilkins, the Executive Director of the NAACP to become the General Counsel of the Association; and

**WHEREAS**, As the General Counsel of the NAACP Judge Jones continued in the fight for civil rights and justice, by litigating cases which challenged school segregation, housing discrimination, systematic injustices and racism in the criminal justice system, racial bias in the military justice system and numerous other cases to protect the civil rights of African Americans; and

**WHEREAS**, In 1976, Judge Jones was instrumental in the Governor of the State of Alabama's pardon of Clarence Norris, the last surviving member of the Scottsboro Boys, the nine African-American teenagers who were falsely accused of raping two white women aboard a train near Scottsboro, Alabama in 1931; and

**WHEREAS**, In recognition of his brilliant legal acumen and his steadfast dedication to the cause of justice, Judge Jones was nominated by President James Earl Carter, Jr., to serve on the United States Court of Appeals for the Sixth Circuit on August 28, 1979, and was confirmed by the United States Senate on October 4, 1979, and, as a judge on the United States Court of Appeals for the Sixth Circuit, Judge Jones was a bold and courageous champion for justice who rendered impactful decisions impacting equal education rights, housing rights, voting rights, and equal employment; and

**WHEREAS**, Judge Jones during his time on the bench, made several trips to South Africa where he spoke out against the brutal regime of Apartheid which perpetrated the invidious and false belief of white supremacy, and where he was arrested, for challenging the system of Apartheid and was held in custody for four hours, yet despite this unjust arrest Judge Jones continued to raise his voice against Apartheid and ultimately assisted in the drafting of the South African Constitution once Apartheid ended; and

## 2020 RESOLUTIONS

**WHEREAS**, Upon his retirement from the bench in March 2002, Judge Jones served as Counsel with Blank Rome LLP, Chief Diversity and Inclusion Officer of Blank Rome LLP from December 2006 to 2011, Honorary Chair and Director of the National Underground Railroad Center in Cincinnati until August 2004, Board Member of the Knowledge Works Foundation Board of Trustees, Board Member of the Toyota Motors Manufacturing North America, Inc. Diversity Advisory Board, and served as U.S. Co-Chair for the 2012 World Choir Games; and

**WHEREAS**, Judge Jones was an initiate of the Beta Pi Chapter of Kappa Alpha Psi Fraternity, Incorporated and was the sixty-fifth Laurel Wreath Laureate of the Kappa Alpha Psi Fraternity; and

**WHEREAS**, Judge Jones received at least 19 honorary degrees, and numerous honors, including the NAACP Spingarn Award, the highest honor awarded by the National Association for the Advancement of Colored People, the International Freedom Conductor Award from the National Underground Railroad Freedom Center, the Charles Hamilton Houston Medallion of Merit from the Washington Bar Association and Pillar of Justice Award from the Federal Bar Association, and the Changing the Odds Award from the Children's Defense Fund; and

**WHEREAS**, In 2003, Congress passed legislation to name the newly constructed Federal building in Youngstown, Ohio, the "Nathaniel R. Jones Federal Building and United States Courthouse;" and

**WHEREAS**, In 2019, the University of Cincinnati College of Law renamed its Center for Race, Gender, and Social Justice after Judge Nathaniel R. Jones, to honor the "commitment to and alignment with the principles of Judge Jones' impressive career as a champion for justice;" and

**WHEREAS**, Judge Nathaniel Jones devoted his life to the tireless pursuit of justice and had an extraordinary and impactful legal career which spanned decades and provided inspiration to generations of lawyers, law clerks, and embodied the principles, mission and vision; and

**THEREFORE, BE IT RESOLVED**, That the NAACP, during this 111<sup>th</sup> Annual National Convention, pauses to acknowledge, appreciate and celebrate the life, legacy, and major contribution of the Honorable Judge Jones; and

**BE IT FINALLY RESOLVED**, That a copy of this resolution will be placed in the NAACP archives and given to the family of the Honorable Nathaniel Raphael Jones.

## NAACP NATIONAL RESOLUTIONS COMMITTEE: 2020

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**Madie Robinson**  
Vice Chair

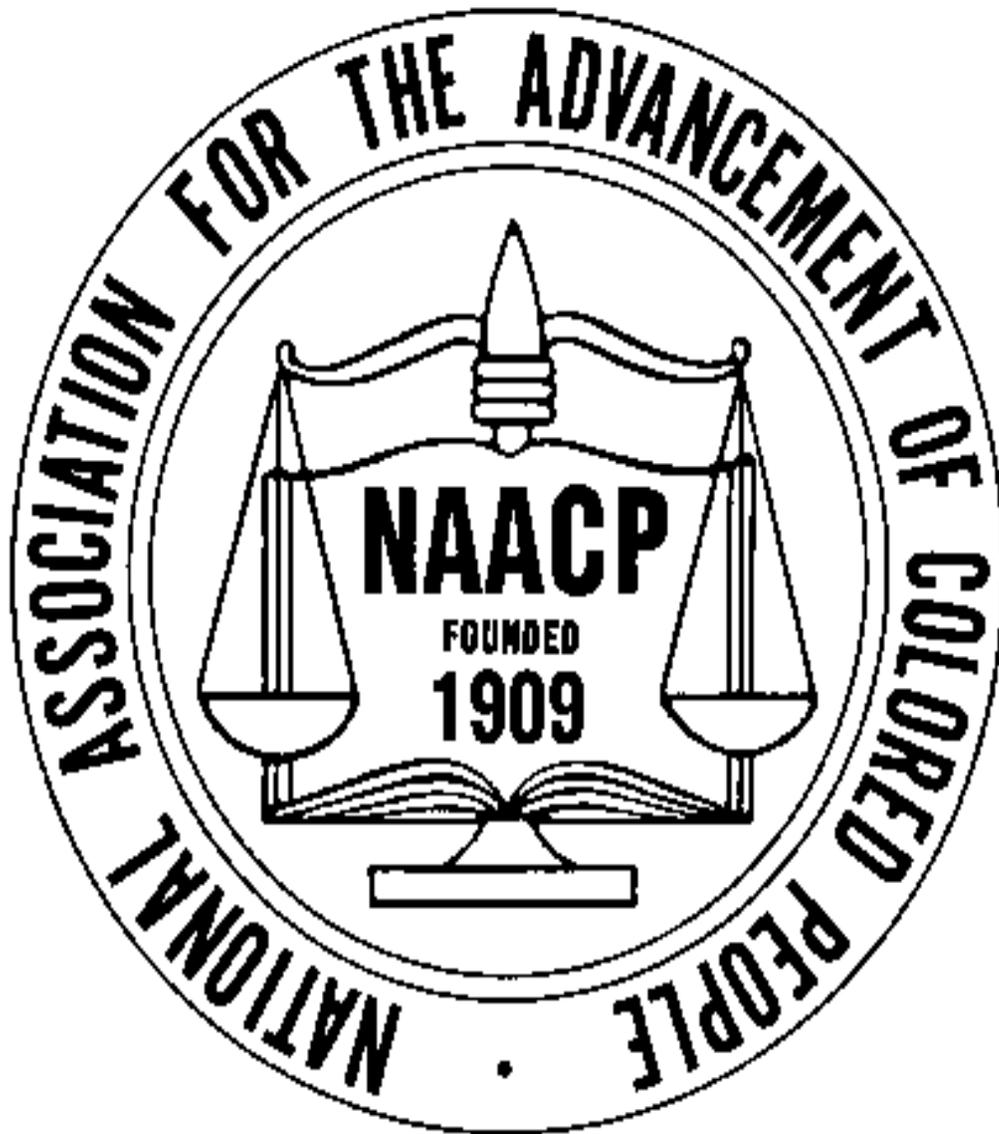
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2020 RESOLUTIONS



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