

NAACP

CIVIL RIGHTS

Equal Opportunity and Affirmative Action

Through numerous resolutions, letters, etc. the NAACP has consistently reaffirmed its longstanding and firm support for equal opportunity policies such as affirmative action programs as an effective remedy to address historic and contemporary discrimination. Specifically, we support these policies in education, employment, and government contracts. To that end, the NAACP has consistently at the national, state, and local levels encouraged states which have rescinded the use of race in public programs to re-institute their programs, which are narrowly tailored to encourage diversity and we affirmatively supported states' legislatures and other local government entities to adopt programs and policies which promote diversity.

Reparations

The NAACP strongly supports the creation at the federal, state, and local levels of commissions to study and develop proposals for potential reparations to descendants of enslaved people and those impacted by slavery. Specifically, the commissions would recommend appropriate remedies and determine who should be eligible to receive compensation. Included in a thorough review should not only be a look at the institution of slavery, but also at the resulting racial and economic discrimination against African Americans, and the impact of these forces on African Americans who are living today. Included in any comprehensive reparations study legislation should also be an acknowledgment of the fundamental injustice, cruelty, brutality, and inhumanity of slavery in the United States between 1619 and 1865 and make recommendations to help correct the residual effects of these acts.

CRIMINAL JUSTICE

Mandatory Minimum Incarceration Sentences

The NAACP has worked, alone and in a coalition, towards the repeal of Mandatory Minimum as they have proven to have a disproportionate impact on communities of color. We have worked at the local, state, and federal levels to repeal existing mandatory minimum sentences and against new mandatory minimums. Not only do mandatory minimum sentences remove any judicial discretion and result in unwarranted power in prosecutors' hands, but they also eliminate the possibility of alternative sentences such as drug courts and substance abuse counseling.

Money Bail Bonds

The NAACP has urged each state and municipality to reject monetary bail requirements and instead utilize various pretrial services such as drug rehabilitation and various forms of supervision such as GPS monitoring, drug tests, check-ins, and court call reminders. This call became especially clear as the Coronavirus began sweeping our nation and we worked hard to keep non-violent accused people out of prisons and jails.

Stand Your Ground Use of Deadly Force Laws

"Stand Your Ground" type laws undermine the civil rights of all Americans and especially African Americans and other people of color who tend to be negatively stereotyped. The NAACP has therefore on the federal, state, and local levels ardently opposed the expansion of "Stand Your Ground" type laws and sought to repeal those that already exist throughout the country. We are also committed to the enactment, at the federal, state, and local levels, of safe, sane, and sensible gun laws, as well as aggressive anti-racial profiling laws, which include training from the top law enforcement officials down to the members of community watch groups as how to identify racial profiling and not use it.

Racial Profiling By Law Enforcement

The NAACP remains resolutely opposed to racial profiling in every form, especially by law enforcement officers. We have strived to promote comprehensive legislation at the federal, state, and local levels to address many of the continuing problems associated with racial profiling. Such comprehensive legislation should include: a clear definition of the discriminatory practice of profiling by law enforcement at all levels; it must mandate a prohibition against racial profiling; it needs to call for data collection so we can fully assess the true extent of the problem; it needs to provide funding for the retraining of law enforcement officials on how to discontinue and prevent the use of profiling, and it must hold law enforcement agencies that continue to use profiling accountable.

Police and Law Enforcement Civilian Complaint Review Boards

The NAACP has strongly advocated for the creation of civilian complaint review boards at the federal, state, and local levels to review complaints against law enforcement officers. While the exact composition of these Boards should be determined by the needs and the make-up of the community being served, they must be effective. They must have the following characteristics: They must be independent and have the power to conduct hearings, subpoena witnesses and report findings and recommendations to the public and every review board should be housed away from police headquarters; a legitimate review board needs to be relevant in that it will have the power to independently investigate incidents and issue findings on complaints; it will be able to spot problem policies and provide a forum for developing reforms; an effective review board must have complete access to police witnesses and documents through legal mandate and subpoena power; the Board will publish, on a periodic basis, statistical reports which detail trends in allegations, to help identify officers or who of practices which are subjects of unusually numerous complaints; and Board findings will be considered in determining appropriate disciplinary action. The Civilian Board must also have the capacity to compel prosecutors to bring charges against police officers; an effective Civilian Review Board will be reflective of the racial and ethnic make-up of the community in that the Board and staff will be broadly representative of the community it serves; finally, the Review Board must consistently be adequately funded to fulfill the obligations laid out above; it should not be a lower budget priority than police internal affairs systems.

ECONOMIC JUSTICE

Credit Checks for Job Applicants and Potential Employees

The use of credit checks by employers when making hiring decisions is creating a tragic catch-22 for the unemployed. It means that workers who have fallen behind on their bills because they are unemployed are finding it harder to get the job that would make it possible for them to pay off their bills. This is especially problematic in the African American community, where unemployment rates tend to be approximately double that of the national average. Many experts also question the racial integrity of credit reports. Thus the NAACP has consistently supported federal, state, and local initiatives to prohibit the use of consumer credit checks against prospective and current employees for the purposes of making employment decisions.

Increase in the Minimum Wage

The NAACP has a longstanding policy in support of a living wage as a minimum wage for all workers. We support an increase and equalization in federal, state, and local minimum wage laws for all workers, including tipped workers, GIG workers, youth, and disabled workers. The NAACP further strongly supports indexing the minimum wage to inflation.

Paid Sick leave

The NAACP has a strong policy in support of federal, state, and local legislation that mandates paid sick leave for most workers. Such legislation would guarantee full-time workers seven paid sick days a year and part-time workers a pro-rata amount of sick days to recover from their own illness or care for a sick family member. It would further provide American workers with up to three months of paid sick leave in the event of a serious illness, the birth or adoption of a new child, or if they need to care for a very sick family member.

EDUCATION

Funding for Public Education

The NAACP has consistently supported a Federal Budget which invests in education. We have consistently been supportive of federal budgets that provide equitable resources to historically underfunded districts and schools.

HEALTH CARE

Equitable, Comprehensive and Affordable High-Quality Health Care For All

The NAACP has consistently demanded high quality, affordable, and equitable health care for African Americans and all Americans, including those of color.

Kidney Disease Treatment

The NAACP demands that African Americans and other people of color have access to health care providers with knowledge and experience of the specific needs of kidney disease patients, who will provide unbiased information on all treatment options and ensure equitable access to effective, high-quality treatment based on patients' needs and preferences, including home dialysis, in-center dialysis, and transplantation. As with other diseases, we have further called on the federal, state, and local governments to provide high-quality care to all who need it, regardless of race, ethnicity, gender, age, station in life, geographical location, LGBTQ status,

or any other distinguishing feature. Lastly, we call on high-quality medical treatment to be affordable to all.

Medicaid Expansion

The NAACP is and has always been a strong supporter of the *Affordable Care Act (ACA)*. Under the ACA, states are allowed to expand Medicaid coverage for individuals who may be employed and not able to afford healthcare coverage whose income level is between 133% and 400% of the Federal Poverty Level. Given that the success of the ACA depends largely on how well it is implemented at the state level, and our continuing advocacy that affordable, high-quality health care should be available to all Americans, we have consistently supported states' Medicaid expansion.

HOUSING

Safe and Affordable Low- and- Moderate-Income Housing

The NAACP is a strong supporter of efforts to increase the housing stock available to low- and moderate-income households. We have supported the creation of Housing Trust Funds at the national, state, and local levels. At the national level, the Housing Trust Fund provides funds to states and local municipalities across the nation for the production, construction, preservation, and rehabilitation of badly needed homes that are affordable and secure for the lowest-income Americans. In this win-win situation, we are not only addressing the severe housing crisis but also creating thousands of well-paying jobs.

VOTING RIGHTS

Expanding the Voting Franchise

The NAACP has always supported lowering the age at which Americans may register and vote to 16. Given that states often determine laws, rules, regulations, and procedures among voters, we have called for state legislation to expand the franchise as well federal legislation to make this expansion national.

Restoration and Strengthening of Voting Rights for All Americans

Given the disproportionate number of Americans of color who are incarcerated, the NAACP strongly supports their re-enfranchisement in local, state, and federal elections. Our stated policy is that they should never lose their voting rights at all because of a conviction or incarceration. Because voting is such an integral part of being a productive member of American society, the NAACP has worked hard independently and closely with other like-minded groups to develop legislation that would allow felons who are no longer incarcerated to reintegrate themselves into society and vote in elections. We have sought to promote the automatic enfranchisement of ex-offenders who have completed all of the terms and conditions of their sentences including voting. We have also advocated for the complete elimination of federal and state election laws, policies and procedures which automatically strip individuals of the right to vote if convicted of a felony, and we continue to urge all NAACP Units to work to identify and assist those who have suffered felony convictions on how to restore their voting rights in their respective states and communities.