

# **RESOLUTIONS**

**RATIFICATION BY THE NATIONAL BOARD  
OF DIRECTORS AT ITS OCTOBER 2024  
BOARD OF DIRECTORS MEETING**

**2024**

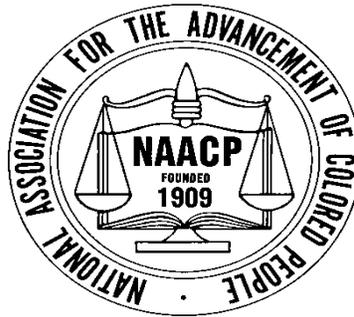
# RESOLUTIONS SUBMITTED UNDER ARTICLE IX, SECTION 1 OF THE CONSTITUTION OF THE NAACP

## 2024

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

#### 1. *(Purpose of the Convention)*

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



All resolutions contained in this packet were reviewed by the 115<sup>TH</sup> Convention of the NAACP, held July 16, 2024 at its Legislative Meeting in Las Vegas, Nevada. These resolutions were ratified by the National Board of Directors on October 19, 2024 and are now the Official Policy of the National Association for the Advancement of Colored People.

**NAACP**  
**RESOLUTIONS APPROVED BY THE RESOLUTIONS**  
**COMMITTEE**  
**2024**

**Resolutions Table of Contents**

<b><u>Resolution</u></b>	<b><u>Page</u></b>
<b><u>Civil Rights</u></b>	
1. <i>Condemning the Display and Commercialization of the Confederate Battle Flag</i>	9
<b><u>Commemorative/Memorial</u></b>	
1. <i>Mapping Historical Trauma in Tulsa</i>	10
<b><u>Communications/Media</u></b>	
1. <i>Digital Discrimination Must Be Defined Based on Disparate Impact</i>	11
2. <i>Encourage States to Incorporate Support for Racial Inclusion and Economic Access Within Provisions to Extend Media and Film Production Tax Credits</i>	12
3. <i>Overcoming Media Distortions Through Media Literacy</i>	12

## **Resolution**

## **Page**

### **Criminal Justice**

- |    |  |    |
|----|--|----|
| 1. | <i>Addressing the Need to Adequately Tax Guns and Ammunition</i>   | 14 |
| 2. | <i>Calling for the Accurate Reporting of Deaths in Policy Custody to Address Disparities Affecting the Black Community</i> | 15 |
| 3. | <i>In Support of Additional Funding for Youth Detention Centers</i>  | 16 |
| 4. | <i>Keep Police Radio Transmission Public</i>   | 17 |
| 5. | <i>On Humanely Addressing the Contraband Problem in Correctional Institutions</i>  | 18 |
| 6. | <i>Protecting a Child's Right to Physical Contact and Continued Communications with Their Incarcerated Parent</i>          | 20 |

### **Economic Development**

- |    |   |    |
|----|---|----|
| 1. | <i>Bridging the Digital Divide and Creating Sustainable Solutions for Connectivity in the Black Community</i> | 21 |
| 2. | <i>Equitable Practices and Oversight for Federal Dollars</i>  | 22 |
| 3. | <i>Pathways Out of Poverty</i>  | 23 |
| 4. | <i>The Need to Eliminate the "Black Tax" in the Municipal Bond Market</i>                                     | 25 |

### **Education**

- |    |  |    |
|----|--|----|
| 1. | <i>Banning of Books</i>  | 26 |
| 2. | <i>Call for Increase in Career and Technical Education (CTE), Formerly Known as Vocational Education</i> | 27 |

## **Resolution**

## **Page**

- |            |  |           |
|------------|--|-----------|
| <b>3.</b>  | <b><i>Maintaining Accurate African American History in School Curriculum</i></b>   | <b>29</b> |
| <b>4.</b>  | <b><i>Eliminate Federal Spending in All Public, Charter, and Private School Districts that Prevent African American History Curriculum and Books in the Schools</i></b>              | <b>30</b> |
| <b>5.</b>  | <b><i>Ensuring Continuous Nutritional Support for K-12 Students During Summer Recess</i></b>   | <b>30</b> |
| <b>6.</b>  | <b><i>Establishing Evidence-Based Professional Education System</i></b>  | <b>31</b> |
| <b>7.</b>  | <b><i>Nationally Teaching the Buffalo Soldiers Rich History in Public Schools Educational Curriculum for the Advancement of Strengthening Culture and African American Pride</i></b> | <b>32</b> |
| <b>8.</b>  | <b><i>Opposing the Diversion of Funds from HBCUs to PWIs</i></b>   | <b>33</b> |
| <b>9.</b>  | <b><i>Replacing Exclusionary Discipline with Retroactive Practices to Reduce the Achievement Gap</i></b>   | <b>34</b> |
| <b>10.</b> | <b><i>Challenges in Public Education: Book Bans, Teacher Shortages, and the Negative Effects of Right-Wing Miseducation Regarding Slavery</i></b>                                    | <b>35</b> |
| <b>11.</b> | <b><i>To Uphold the Rights to Read for Black Children and Youth</i></b>  | <b>37</b> |

## **Environmental Affairs**

- |           |   |           |
|-----------|---|-----------|
| <b>1.</b> | <b><i>Advancing a Future that Reduces Plastic Pollution</i></b>                           | <b>37</b> |
| <b>2.</b> | <b><i>Call for State and Federal Affirmation of Environmental Justice Protections</i></b> | <b>39</b> |
| <b>3.</b> | <b><i>Ensuring Racial Equity and a Just Transition in the Green Economy</i></b>           | <b>41</b> |

## **Resolution**

## **Page**

- |           |  |           |
|-----------|--|-----------|
| <b>4.</b> | <b><i>In Support of First-Ever National Strategy to Accelerate Deployment of Zero-Emission Infrastructure for Freight Trucks</i></b> | <b>42</b> |
| <b>5.</b> | <b><i>NAACP Urges More Investigation and Study on the Development of Hydrogen Including Green Hydrogen</i></b>                       | <b>43</b> |
| <b>6.</b> | <b><i>Privatization of Utility Services</i></b>  | <b>45</b> |

## **Health**

- |           |  |           |
|-----------|--|-----------|
| <b>1.</b> | <b><i>Addressing the Mental and Behavioral Health Care Needs of the Black Community</i></b>  | <b>45</b> |
| <b>2.</b> | <b><i>Addressing the Misdiagnosis of Melanoma</i></b>  | <b>48</b> |
| <b>3.</b> | <b><i>Protecting and Advancing Diversity, Equity and Inclusion in Health, Healthcare and Medical Education to Save Black Lives</i></b>   | <b>49</b> |
| <b>4.</b> | <b><i>Promoting Obesity Prevention and Equitable Access to the Environmental, Clinical and Policy Interventions to Achieve Healthy Weight and Manage Chronic Health Conditions</i></b> | <b>52</b> |
| <b>5.</b> | <b><i>Supporting Families Impacted by Autism Spectrum Disorder (ASD)</i></b>   | <b>54</b> |
| <b>6.</b> | <b><i>NAACP Strongly Calls for the Declaration of Cancer in the Black Community as a Public Health Crisis</i></b>  | <b>55</b> |
| <b>7.</b> | <b><i>NAACP Calls for Urgent Efforts to Address Black Maternal and Infant Mortality</i></b>  | <b>57</b> |
| <b>8.</b> | <b><i>Support for Affordable Healthcare for African American Senior Citizens</i></b>   | <b>59</b> |
| <b>9.</b> | <b><i>Supporting Cancer Survivors and Survivorship Programs</i></b>  | <b>61</b> |

## **Resolution**

## **Page**

- |   |           |
|---|-----------|
| <b>10. <i>Urging Implementation of Mental Health Crisis Response Units in Law Enforcement</i></b> | <b>63</b> |
|---|-----------|

## **Housing**

- |  |           |
|--|-----------|
| <b>1. <i>Rental Assistance and Advancing Innovative Underwriting Practices</i></b> | <b>64</b> |
|--|-----------|

## **International Affairs**

- |   |           |
|---|-----------|
| <b>1. <i>Humanitarian Resources for Haiti</i></b> | <b>65</b> |
|---|-----------|

## **Labor**

- |  |           |
|--|-----------|
| <b>1. <i>Ensuring a Civil and Human Rights Framework for the World Cup 2024 Games</i></b>        | <b>66</b> |
| <b>2. <i>Ensuring Fair and Inclusive Labor Standards for All Government Funded Contracts</i></b> | <b>68</b> |
| <b>3. <i>Ensuring Paid Family and Medical Leave for All Workers</i></b>                          | <b>70</b> |
| <b>4. <i>Programs for Youth Workforce Development</i></b>  | <b>71</b> |
| <b>5. <i>Threats to DEI Programs in the Workforce</i></b>  | <b>73</b> |

## **Legislative/Political Action**

- |  |           |
|--|-----------|
| <b>1. <i>Ensuring Representation and Eliminating Bias in Artificial Intelligence</i></b>                             | <b>74</b> |
| <b>2. <i>Calling for the Prioritizing of Voting Rights Legislation by the President of the United States and</i></b> | <b>76</b> |

## **Resolution**

## **Page**

*the 119<sup>th</sup> Congress*

<b>3.</b>	<b><i>Ending the Electoral College</i></b>	<b>77</b>
<b>4.</b>	<b><i>Endorsing the SAFER Banking Act and Acknowledging the 2022 Resolution Supporting the SAFE Banking Act</i></b>	<b>78</b>
<b>5.</b>	<b><i>Repeal of the Government Pension Offset and the Windfall Elimination Penalty in the Social Security</i></b>	<b>79</b>
<b>6.</b>	<b><i>Supporting the Community Health Worker Act: Improve Health Outcomes and Reduce Health Spending in Underserved Communities</i></b>	<b>80</b>
<b>7.</b>	<b><i>In Support of the Patients Before Profit Pledge for Elected Officials</i></b>	<b>81</b>
<b>8.</b>	<b><i>Reparations Proposal for the Commission to Study and Develop Reparations Proposal for African Americans (The African American Survivors of Slavery Act)</i></b>	<b>81</b>
<b>9.</b>	<b><i>Supporting the Kids Online Safety Act for Protecting the Well-Being of Children Online</i></b>	<b>82</b>
<b>10.</b>	<b><i>Supporting the Passage of Federal Anti-Black American Hate Crime Bill Supporting Protections for Black Americans</i></b>	<b>83</b>
<b>11.</b>	<b><i>Urging the U.S. Government to Consider Free College for All</i></b>	<b>85</b>
	<b><i>National Resolutions Committee Members and National Staff List</i></b>	<b>86</b>

## CIVIL RIGHTS

### 1. *Condemning the Display and Commercialization of the Confederate Battle Flag*

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) is committed to the principles of equality, justice, and the elimination of racial discrimination; and

**WHEREAS**, The Confederate Battle Flag has historical associations with slavery, segregation, and oppression, serving as a painful reminder of a shameful chapter in our nation's history; and

**WHEREAS**, The pervasive display and commercialization of the Confederate Battle Flag on apparel, merchandise, bumper stickers, and miscellaneous paraphernalia perpetuate a harmful and offensive symbol that fosters divisiveness and reinforces racial inequities; and

**WHEREAS**, The NAACP recognizes the importance of fostering an inclusive and respectful society that acknowledges the diversity of its members.

**THEREFORE, BE IT RESOLVED**, that the NAACP reaffirms its 2000 Resolution condemning the Confederate Flag and Emblem as symbols of hate associated with and utilized by white supremacists.

**BE IT FURTHER RESOLVED**, that the NAACP condemns the flying of the Confederate Battle Flag and the placing of its image on apparel, merchandise, bumper stickers, and miscellaneous paraphernalia.

**BE IT FURTHER RESOLVED**, that the NAACP calls upon individuals, businesses, and government entities to refrain from displaying or promoting the Confederate Flag in any form.

**BE IT FINALLY RESOLVED**, that the NAACP urges educational institutions to include the historical context of the Confederate Battle Flag in their curricula to promote understanding, empathy, and a commitment to dismantling systemic racism.

## COMMEMORATIVE/MEMORIAL

### 1. *Mapping Historical Trauma in Tulsa*

**WHEREAS**, Tulsa native Alicia Odewale, a Tulsa University professor of anthropology, is directing a project on behalf of the 1921-2021 Tulsa Race Massacre Centennial Commission, mapping the historical trauma in Tulsa from 1921-2021; and

**WHEREAS**, This project is bringing together digital mapping, collaborative archaeological excavation, exhibit development, and public presentations of research results, in order to create new, critical sites of memory for the United States to connect this dark moment to our shared historical legacies to the present day; and

**WHEREAS**, Researching the memory of Tulsa's historically Black Greenwood District while highlighting the multitude of ongoing resurgence efforts on behalf of Tulsa's North Tulsa community references the investigation of the race massacre and reflects upon the spirit of Black Wall Street that has persevered; and

**WHEREAS**, Professor Odewale has worked with Tulsa University graduate students to develop the Greenwood Centennial Resource Collection (GCRC), a public database with digitized archival material which has a centralized database from the university and state archives; and

**WHEREAS**, The team compiled the information about 1921 and the decades that followed into one resource with links that utilize online tools which will assist with future research on Black history; and

**WHEREAS**, Preserving and presenting regional Black history provides a significant opportunity for enhanced knowledge of the contributions of Black Americans across the nation.

**THEREFORE, BE IT RESOLVED**, the National Association for the Advancement of Colored People (NAACP) will support efforts to preserve regional representations of Black history such as the Tulsa Race Massacre and all other historical Centennial.

**BE IT FINALLY RESOLVED**, the NAACP will provide letters of endorsement to congressional appropriations committees to assist regional projects in obtaining federal funding where such projects present issues of historical significance.

## COMMUNICATIONS/MEDIA

### 1. *Digital Discrimination Must Be Defined Based on Disparate Impact*

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) is a strong advocate for eliminating the digital divide, especially for African Americans. Equal access to broadband should be an essential right independent of social economic status, race, ethnicity, color, or age. Digital inequities must be prevented and eliminated regardless of intent; and

**WHEREAS**, Digital discrimination can be defined under the disparate impact standard as “[p]olicies or practices, not justified by genuine issues of technical or economic feasibility, that differentially impact consumers’ access to broadband internet access based on their income level, race, ethnicity, color, religion, or national origin;” and

**WHEREAS**, Digital discrimination can alternatively be defined under the disparate intent standard as “[p]olicies or practices, not justified by genuine issues of technical or economic feasibility, that are intended to differentially impact consumers’ access to broadband internet access service based on their income level, race, ethnicity, color, religion, or national origin;” and

**WHEREAS**, Telecommunication companies have historically utilized the disparate intent standard to avoid accountability for unintentional discrimination that causes a disparate impact, which has resulted in adverse consequences like digital redlining and price inconsistencies that have not been easily redressable; and

**WHEREAS**, In November 2023, the Federal Communications Commission (“FCC”) adopted a rule prohibiting all digital discrimination based on either disparate intent or disparate impact. This will be beneficial to underserved communities to help close the digital divide because it will hold telecommunications companies liable for any actions resulting in disparate impact, regardless of intent; and

**WHEREAS**, The NAACP commends the FCC for adopting its definition of digital discrimination based on disparate impact or intent because disparate intent is nearly impossible to prove.

**THEREFORE, BE IT RESOLVED**, the NAACP calls upon Congress and the FCC to continue to pass laws, adopt rules, and take all other actions necessary to close the digital divide for all Americans.

## **2. *Encourage States to Incorporate Support for Racial Inclusion and Economic Access within Provisions to Extend Media and Film Production Tax Credits***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) encourages states to include diversity goals with film and television production tax credits; and

**WHEREAS**, SkyQuest Analysis valued the global entertainment market at \$84.62 billion in 2021 and expects the market value to expand to \$169.6 billion by 2030; and

**WHEREAS**, Many state governments offer tax incentives and credits in an effort to lure film and television productions away from their Hollywood base; and

**WHEREAS**, States offering tax credits have rebated more than twenty-five billion dollars over the past two decades to producers, in an effort to invigorate local spending, increase employment, and stimulate the economy; and

**WHEREAS**, The tax incentives offered to producers are derived the public trust and supported by contributions made by diverse taxpayers within the incentivizing states; and

**WHEREAS**, At least 40 states and territories offer some form of film and television tax incentive/credit program, according to National Conference of State Legislatures; and

**WHEREAS**, Only two states, California and New York, have incorporated a diversity plan eligibility requirement to qualify for film and television tax credits; and

**WHEREAS**, Equitable opportunity and authentic representations in entertainment industry, helps to offset stereotypes, promote cross-cultural understanding, and create economic opportunities for marginalized individuals and businesses; and

**WHEREAS**, Multicultural inclusion counter-balances media distortions and helps to remediate the falsity of media’s influence on identity.

**THEREFORE, BE IT RESOLVED**, that the NAACP advocates for the inclusion of diversity plan requirements to be incorporated into state regulations governing the extension of film and television tax credits, ensuring jobs and other economic opportunities for all taxpayers, including diverse workers and minority owned businesses.

## **3. *Overcoming Media Distortions Through Media Literacy***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) Hollywood Bureau (“Bureau”) advocates for equitable opportunity and authentic representations in the entertainment industry that reflect our diverse communities. The Bureau forges alliance, partnerships and coalitions and issues publications that honor the diverse and multicultural forms of artistic expression in media; and

**WHEREAS**, The NAACP's publication, *Guidelines for Depictions of Black Life in Media*, clarifies the purpose and consequences of mass media storytelling and illustrates how the circumstances of Black life have been largely influenced by media; and

**WHEREAS**, Internal and external perceptions of Black life can be directly traced to media's depictions; and

**WHEREAS**, Media, defined in all its forms and extensions, including film, television, music, print and digital, operates with intent and every frame is deliberate; and

**WHEREAS**, According to the National Association for Media Literacy Education ("NAMLE"), media literacy is the ability to access, analyze, evaluate, create and act using all forms of communication and Media Literacy Education is the educational field dedicated to teaching the skills associated with media literacy; and

**WHEREAS**, NAMLE recommends outreach to diverse populations, specifically communities of color, to support their participation, scholarship, teaching or new program development; and

**WHEREAS**, The nonprofit advocacy organization, Media Literacy Now, states with quickly advancing technology, without media literacy skills, anyone can be subject to manipulation and exploitation; and

**WHEREAS**, Media Literacy Now drives policy change at local, state, and national levels in the U.S. to ensure all K-12 students are taught media literacy so that they become healthy, confident, and competent media consumers and creators; and

**WHEREAS**, Media literacy in general and specifically in the Black community is necessary to provide consumers a deeper insight about media distortions and its resulting psycho-social implications on society; and

**WHEREAS**, The values of dominant culture are reinforced and affirmed by intentional elections made by media operators, in selecting which visions and voices to empower; and

**WHEREAS**, Deliberate choices made by media to assert dominant perspectives are the result of concerted and contemplative efforts to perpetuate a status quo; and

**WHEREAS**, In order to remediate this pervasive condition, media literacy is necessary to provide consumers with deeper insight about media distortions and resulting circumstances; and

**WHEREAS**, the NAACP will seek to expand media literacy to the organization's leaders and members.

**THEREFORE, BE IT RESOLVED**, that the NAACP establishes media literacy as an effective means of combating the historic onslaught of false imagery and propagandistic messaging "mainstream media" has perpetuated about the creed and character of the Black community.

**BE IT FURTHER RESOLVED**, that the NAACP's initial approach will pursue K-12 school curriculum for media literacy that synthesizes the effort within existing subject matter lesson plans.

**BE IT FINALLY RESOLVED**, that the NAACP calls on local, state and national policymakers to prioritize media literacy education in K-12 schools.

## CRIMINAL JUSTICE

### 1. *Addressing the Need to Adequately Tax Guns and Ammunition*

**WHEREAS**, Homicide has been the leading cause of death for Black men ages 15 to 44 for more than half a century, and more than 86% of homicides in Black communities involve firearms; and

**WHEREAS**, The increase in suicide by gunfire is particularly pronounced for Black youth; and

**WHEREAS**, The bullets and guns that make homicide and suicide as easy and efficient as pulling a trigger are manufactured by corporations and sold to make a profit by gun manufacturers to federally licensed firearms dealers and by for-profit federally licensed firearms dealers to the general public; and

**WHEREAS**, The gun industry is disproportionately white-owned and operated, while victims of gun violence are disproportionately Black, for example, in Illinois, firearms dealers are 97.2% white and less than 1% Black, while 57% of victims of fatal gun assault are Black; and

**WHEREAS**, When firearms dealers open in disadvantaged neighborhoods, shootings increase in the surrounding areas; and

**WHEREAS**, Enforcement of firearms laws is disproportionately focused on individuals in possession of firearms, instead of on firearms manufacturers and distributors, contributing greatly to racial disparities in incarceration, e.g. in 2019, 42% of all people arrested for unlawful firearm possession offenses in the United States were Black, while only 18% of non-white people are gun owners versus 38% of white people; and

**WHEREAS**, Harvard Medical School researchers found that gun violence costs the U.S. approximately \$557 billion annually, or 2.6% of gross domestic product, furthermore the majority

of that cost is attributed to quality-of-life losses among those injured by firearms and their families, who are disproportionately Black; and

**WHEREAS**, Harm from industries such as the tobacco and opioid industries has been curtailed by forcing the industry to pay for a fraction of the destructive costs of their product.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) strongly urges the repeal of federal gun industry immunity in the Protection of Lawful Commerce in Arms Act (PLCAA), passage of truth in advertising laws for firearms, and additional regulation of federally licensed firearms dealers to reduce dangerous patterns and practices in firearm sales.

**BE IT FINALLY RESOLVED**, that the NAACP strongly urges the local, state, and federal passage of taxes on guns and ammunition, with tax proceeds going to jurisdictions with disproportionately high percentages of gun violence and used to defray the individual and societal costs of gun violence.

## **2. *Calling for the Accurate Reporting of Deaths in Police Custody to Address Disparities Affecting the Black Community***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) is steadfast in its commitment to safeguarding civil rights and ensuring justice and transparency within law enforcement practices; and

**WHEREAS**, The NAACP has supported the Death in Custody Act, enacted in 2013 to require reporting on deaths in police custody; and

**WHEREAS**, Compliance on data collection regarding deaths in police custody at the state and federal level has been inconsistent; and

**WHEREAS**, The effect of deaths while in police custody has a continued traumatizing effect on individuals across the country, elevating concerns within multiple units of the NAACP; and

**WHEREAS**, Disparities in deaths in police custody disproportionately affect the Black community, leading to significant impacts on this community due to insufficient data that hampers efforts to address and rectify systemic injustices; and

**WHEREAS**, The absence of standardized data collection on deaths in police custody obscures the understanding of their prevalence and circumstances, thus hindering advocacy and policy reform efforts aimed at reducing these incidents; and

**WHEREAS**, Instituting a specific designation on death certificates to record deaths occurring in police custody would provide essential data for monitoring and addressing the causes and patterns of such deaths; and

**WHEREAS**, Comprehensive and publicly accessible data on deaths in police custody are critical for holding law enforcement accountable and for informing effective policing reforms.

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

**BE IT FURTHER RESOLVED**, that the NAACP calls on state and federal legislators to enact laws requiring that all medical examiners and coroners accurately report this data as part of their official duties.

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

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

### **3. *In Support of Additional Funding for Youth Detention Centers***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) is committed to promoting equality, justice, and fairness for all individuals, particularly those who have historically faced systemic oppression and discrimination; and

**WHEREAS**, Youth detention centers play a crucial role in the rehabilitation, education, and support of young individuals who have come into contact with the criminal justice system; and

**WHEREAS**, It is essential to ensure that youth detention centers are adequately funded to provide comprehensive services, including educational programs, mental health support, vocational training, and reintegration programs; and

**WHEREAS**, Investing in youth detention centers can contribute to breaking the cycle of recidivism, reducing crime rates, and promoting the overall well-being and future success of young individuals involved in the criminal justice system; and

**WHEREAS**, Without sufficient funding, youth detention centers may struggle to provide the necessary resources and support to effectively address the unique needs and circumstances of young individuals in their care; and

**WHEREAS**, that the NAACP urges the implementation of evidence-based practices and strategies within youth detention centers to promote positive outcomes, reduce disparities, and address the root causes of youth involvement in the criminal justice system.

**THEREFORE, BE IT RESOLVED** that the NAACP reaffirms its 2015 resolution to end youth incarceration by investing in alternatives.

**THEREFORE, BE IT FURTHER RESOLVED**, that the NAACP will urge each state, prior to a youth's release, to ensure that the youth is advised of their right to have their record expunged.

**BE IT FURTHER RESOLVED**, that the NAACP demands adequate funding for youth detention centers to ensure that they provide high-quality rehabilitative services and support for young individuals involved in the criminal justice system.

**BE IT FURTHER RESOLVED** that the NAACP calls on lawmakers, policymakers, and community leaders to prioritize the allocation of funds towards youth detention centers, with a focus on improving educational opportunities, mental health services, vocational training, and reintegration programs.

**BE IT FURTHER RESOLVED** that the NAACP encourages collaboration between youth detention centers, community organizations, and educational institutions to establish comprehensive support networks that provide wrap-around services for young individuals before, during, and after their involvement with the criminal justice system.

**BE IT FURTHER RESOLVED**, that the NAACP demands that all detention facilities be accredited through their state accredited agency before opening and maintain accreditation.

**BE IT FURTHER RESOLVED**, the NAACP demands that all state and federal agencies institute monitoring processes to regularly assess the utilization of state and federal dollars allocated to youth detention centers and implement policies to withhold funds if youth detention centers are not achieving intended outcomes.

**BE IT FINALLY RESOLVED** that the NAACP commits to monitoring the allocation and utilization of funds for youth detention centers, advocating for transparency, accountability, and equitable distribution to ensure that resources are effectively utilized to achieve the intended outcomes.

#### **4. *Keep Police Radio Transmission Public***

**WHEREAS**, Transparency and accountability in policing are fundamental principles essential for the protection of civil rights and the promotion of public trust and safety; and

**WHEREAS**, Encrypting police radio transmissions involves converting police communications from analog or clear digital transmissions into encrypted signals that cannot be easily accessed or monitored by the public; and

**WHEREAS**, The practice of encrypting police radio communications has been adopted by several cities across the United States, including New York City, Chicago, Denver, San Francisco, and Louisville, which obstructs public access to real-time police operations; and

**WHEREAS**, Such encryption potentially shields law enforcement activities from scrutiny, thus impacting the ability of the public to monitor police behavior; and

**WHEREAS**, Civil rights organizations, including the National Association for the Advancement of Colored People (“NAACP”), have historically advocated for greater police transparency as a critical component in the fight against systemic racial injustices and abuses of power.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls on federal, state, and local legislators to enact laws that:

1. Mandate that law enforcement agencies provide delayed access to encrypted communications for the general public, ensuring transparency while addressing legitimate security concerns.
2. Establish clear, stringent criteria and oversight mechanisms for the use of encryption by law enforcement agencies, ensuring that encryption does not become a tool for avoiding public accountability.
3. Promote policies that balance the legitimate security needs of law enforcement with the public's right to transparency.

**BE IT FINALLY RESOLVED**, that the NAACP commits to monitoring the implementation of these policies, advocating for the civil rights of those impacted by policing, and supporting legislative efforts that aim to uphold the principles of justice, accountability, and transparency in law enforcement practices.

## **5. *On Humanely Addressing the Contraband Problem in Correctional Institutions***

**WHEREAS**, It is recognized that Correctional Officers/Deputies operating at local, state, and federal levels are fundamentally entrusted with upholding the rights of those who are incarcerated; and

**WHEREAS**, Wardens have historically attributed the persistent problem of contraband within correctional facilities, particularly drugs, to the illicit import by the friends and families of prisoners via visits and mailed greeting cards; and

**WHEREAS**, Credible reports and testimonies from inmates and employees alike suggest that contraband is at times introduced into prison settings by members of the staff; and

**WHEREAS**, Despite the implementation of stringent anti-contraband measures and the cessation of visits from family and friends, the occurrence of drug-related incidents within correctional facilities has remained stable, and the incidence of discipline related to drug infractions has increased; and

**WHEREAS**, The current approaches to mitigate contraband risk involve evolving tactics, recognizing methods such as drone deliveries, mail complicity, and the unfortunate involvement of corrupt employees; and

**WHEREAS**, The methods employed in certain contraband search practices, including the shackling, taping, and isolation of inmates under continuous bright lighting for extended periods, constitute inhumane treatment and may be considered torture; and

**WHEREAS**, Prisoners have been subjected to searches involving excessive restraints, such as being dressed in multiple layers of clothing and taped with fiberglass strapping that causes physical discomfort, restricted circulation, and skin damage upon removal; and

**WHEREAS**, The search for contraband is a critical security component within prisons but raises human rights concerns when executed without strict adherence to consistency with legality, necessity, proportionality, and humane treatment, with potential violations including invasive searching, disproportionate use, discrimination, and use of excessive force; and

**WHEREAS**, The utilization of electronic measures for contraband monitoring promises a more sophisticated, non-invasive, and potentially more humane approach to the problem, using technologies such as full-body scanners and metal detectors to identify and interdict illegal items; and

**WHEREAS**, Clear laws and regulations are essential to protect individuals from unreasonable searches and seizures in correctional facilities.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (“NAACP”) petitions Congress and the Director of the Bureau of Prisons, Department of Justice Federal Bureau of Prisons, to establish and enforce oversight mechanisms to prevent rights violations during contraband searches; maintaining detailed records of searches is crucial for transparency and accountability and provides a mechanism to address grievances; and

**BE IT FINALLY RESOLVED** the NAACP urges Congress and state legislative bodies to create statutory authority for civilian review boards, granting them subpoena power and the ability to investigate complaints, review patterns and practices of misconduct, and ensure independent oversight of contraband search practices.

## 6. *Protecting a Child's Right to Physical Contact and Continued Communications with their Incarcerated Parent*

**WHEREAS**, The National Association for the Advancement of Colored People ("NAACP") seeks to end the vast racial disparities and consequences of family separation due to criminalization, arrest, and incarceration; and

**WHEREAS**, The U.S. Department of Justice found in 2017 that more than half of people in prisoners are parents and that 1 in 4 Black children experience parental incarceration, thus emphasizing the outsized generational trauma that parental incarceration inflicts upon Black communities, and

**WHEREAS**, Studies show that children with an incarcerated parent are 2 times more likely to experience an economic crisis leading to a reduced standard of living and are 2.3 times more likely to not have had their basic needs met (Phillips et al, 2006), are more likely to have worse educational outcomes and over 3.5 times more likely to report an instance of disciplinary action (Shlafer, Reedy, & Davis, 2017), are less likely to report overall good health (Hiolski, Eisenberg, & Shlafer, 2019), and are more likely to have low self-esteem and depression; and

**WHEREAS**, An article published by The Guardian on December 9, 2017 entitled, "The end of American prison visits: jails end face-to-face contact - and families suffer," provided research and advertising materials that jails and telecom companies are conspiring to ban in-person visitation and force families to use expensive phone and video call platforms, all to increase their own profits at the expense of families. This harm includes families having to choose between paying bills or keeping in touch with their incarcerated loved one; and

**WHEREAS**, Some facilities leave physical contact to the discretion of the pre-conviction detention centers and post-conviction correctional facilities and their staff; and

**WHEREAS**, Studies show that hugging and spending time with one's family is essential to healthy emotional development and wellness (De Falco, Simona et al. 2014) because it increases genuine connection, honesty, validation, confidence, and overall stronger relationships; and

**WHEREAS**, Researchers agree that visitation improves the well-being of incarcerated people and reduces self-harm (Favril et al. 2020; Zhong et al. 2021), increases facility safety (Goncalves et al. 2014), is key to successful reentry and lower rates of recidivism (Mitchell et al. 2016), and allows incarcerated parents to continue to impart wisdom and love onto their child, including helping with homework, spiritual needs, and social growth; and

**WHEREAS**, The NAACP reaffirms its previous resolutions, Campaign to Stop Financial Exploitation of Prisoners and their Families (2017), NAACP Opposes the For-Profit Prison Industry (2012), Girls and Women in the Criminal Justice System (2011), "For Profit" Companies Working with Prisons (2003).

**THEREFORE, BE IT RESOLVED**, that the NAACP will advocate for all pre-conviction detention centers and post-conviction correctional facilities to provide spaces in which children of

incarcerated individuals may have physical contact, including hugs, with their incarcerated parents.

**BE IT FINALLY RESOLVED**, that the NAACP will advocate for all pre-conviction detention centers and post-conviction correctional facilities to provide free or low-cost communications systems, e.g., audio and video direct messaging and video conferencing, such as are regularly available to non-incarcerated individuals.

## ECONOMIC DEVELOPMENT

### 1. *Bridging the Digital Divide and Creating Sustainable Solutions for Connectivity in the Black Community*

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) acknowledges that the digital divide significantly affects historically marginalized communities, limiting access to critical online resources necessary for education, healthcare, employment, and civic engagement; and

**WHEREAS**, The NAACP passed a resolution urging the Federal Communications Commission (FCC) to modernize the Lifeline Program to provide low-income families access to subsidize broadband connectivity to low-income households; and

**WHEREAS**, A McKinsey and Company analysis of the 2020 U.S. Census found that approximately 40 percent of Black American households do not have broadband; and

**WHEREAS**, The digital divide encompasses not only disparities in internet access but also gaps in digital literacy and affordability, which are crucial for equitable participation in the digital age; and

**WHEREAS**, The Affordable Connectivity Program (ACP), which has been instrumental in providing discounts on broadband services and devices to qualifying households, has expired, highlighting the need for permanent solutions to ensure ongoing access; and

**WHEREAS**, The expiration of the ACP underscores the urgency of developing long-term strategies that extend beyond temporary measures to address the foundational aspects of the digital divide; and

**WHEREAS**, Achieving digital equity requires comprehensive approaches that include improving infrastructure, increasing affordability, enhancing digital literacy, and ensuring that technology solutions are culturally and contextually relevant to the communities they serve.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls for new and sustained federal commitments to replace and expand upon the expiring Affordable Connectivity Program, ensuring that future initiatives provide continuous support to those most in need.

**BE IT FURTHER RESOLVED**, that the NAACP advocates for the establishment of permanent programs that address the affordability of internet services, the availability of necessary digital devices, and the enhancement of digital literacy across all age groups in underserved communities.

**BE IT FURTHER RESOLVED**, that the NAACP urges local, state, and federal governments to invest in robust internet infrastructure, particularly in rural and urban areas where such investments lag significantly.

**BE IT FINALLY RESOLVED**, that the NAACP supports the development of policy frameworks that incentivize private sector partnerships to bridge the digital divide, focusing on innovative solutions that are sustainable and scalable.

## **2. *Equitable Practices and Oversight for Federal Dollars***

**WHEREAS**, The challenge of capturing statistics on federal dollars distributed to Black communities is not consistent or captured in consolidated federal reports as stated in multiple reports of the General Accountability Office; and

**WHEREAS**, The distribution of federal funds has historically perpetuated systemic inequalities, disproportionately leaving marginalized communities behind in economic development, infrastructure improvement, and access to essential services; and

**WHEREAS**, A 2023 news article in CBS News states that “studies reveal alarming disparities in federal funding allocation, with marginalized communities, including Black, Indigenous, and people of color (BIPOC) communities receiving significantly less funding compared to predominantly white communities for vital programs surrounding;” and

**WHEREAS**, The National Library of Medicine states “the COVID-19 pandemic has further exposed and exacerbated funding disparities, with communities of color facing significant economic fallout and receiving inadequate support from federal relief efforts”; and

**WHEREAS**, The lack of equitable fund allocation and oversight perpetuates cycles of poverty, systemic racism, and social injustice, hindering the ability of Black and marginalized communities to thrive and contribute fully to society; and

**WHEREAS**, Transparent accounting and oversight is essential to address historical inequities, hold lawmakers accountable, and empower marginalized communities to access opportunity.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls upon lawmakers to reform and refine federal oversight and reporting on federal funding and grants to include race and demographic

information with emphasis on the U.S. Environmental Protection Agency (EPA), the U.S. Department of Commerce, the Community Development Financial Institutions Fund (CDFI), the National Credit Union Administration (NCUA), and other agencies of the U.S. Department of the Treasury.

**BE IT FURTHER RESOLVED**, that the NAACP demands comprehensive reforms that permanently prioritize equity and target resources to BIPOC and marginalized, frontline communities, areas, and individuals demonstrating persistent poverty.

**BE IT FURTHER RESOLVED**, that the NAACP demands that an agency's annual budget review must incorporate oversight of its equity impact on BIPOC, marginalized, and frontline communities with criteria that incorporate an evaluation of the success of this impact.

**BE IT FINALLY RESOLVED**, that the NAACP demands data collection and analysis must include disaggregated demographic information to enable identification of disparities between BIPOC and other communities to inform the equitable distribution and targeting of interventions and federal funds to those most in need.

### **3. *Pathways Out of Poverty***

**WHEREAS**, Poverty affects 16% of the United States' children, and more concerning, 47% live in extreme poverty meaning they live in households whose income is below 50% of the poverty threshold. Living in extreme poverty negatively impacts children throughout their lives, with regards to nutrition, educational achievements, environmental exposures, chronic illness, and language development; and

**WHEREAS**, The child poverty rate is also higher for certain racial and ethnic groups. In 2022, the child poverty rate was 25.9% for American Indian children, 19.5% for Hispanic children, 17.8% for Black children, 11.2% for white children, and 9.9% for Asian children; and

**WHEREAS**, Economic security programs not only help families address their basic needs today, but also have proven long-term positive effects for children, including better childhood nutrition, higher reading and math test scores, higher high school graduation rates, less use of drugs and alcohol, higher rates of college entry, and higher expected earnings as adults; and

**WHEREAS**, In 2021, the Child Tax Credit (CTC) and Earned Income Tax Credit (EITC) together lifted more children above the poverty line, 5.5 million, more than any other economic support program but was allowed to expire; and

**WHEREAS**, The six-month expansion of the CTC in the American Rescue Plan made the credit fully refundable for low and no-income families who are traditionally left out of receiving the full credit. This legislation lifted millions of children above the poverty line. During that time, the child poverty decreased from 16.9% in 2020 to 8.1% in 2021; and

**WHEREAS**, Earned Income Tax Credit is a benefit for working people with low to moderate income that the federal government and many states offer to incentivize work and help reduce poverty, particularly for families with children; and

**WHEREAS**, Research links recipients of Supplemental Nutrition Assistance Program (SNAP) benefits with long-term advances in health and well-being, but roughly half of all households participating in SNAP are still "food insecure," meaning they lack consistent access to enough food to support an active, healthy life; and

**WHEREAS**, Access to evidenced-based early childhood education programs, including programs like Early Head Start and Head Start supports school readiness through language, literacy, and social and emotional development and promotes positive parent-child relationships, and more stable and healthy home environments.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People supports reauthorization of the CTC and making it fully refundable for low-income families with children.

**BE IT FURTHER RESOLVED**, that the NAACP supports establishing a state level tax credit for low-income families where they do not exist.

**BE IT FURTHER RESOLVED**, that the NAACP supports making the CTC fully refundable for low-income families with children (including those who lack earnings or have earnings below the threshold), and additionally support establishing a state-level CTC.

**BE IT FURTHER RESOLVED**, that the NAACP supports increasing state's EITC refund ability.

**BE IT FURTHER RESOLVED**, that the NAACP supports updates to SNAP and Special Supplemental Nutrition Program for Women, Infants and Children that expand access and reflect current food prices, food consumption patterns, and dietary guidance.

**BE IT FURTHER RESOLVED**, that the NAACP supports increases to Medicaid reimbursement rates to incentivize more providers to accept and see Medicaid patients, and additionally supports a Medicaid rate study to include school-based mental health services and technical assistance to school divisions to bill Medicaid for school-based services.

**BE IT FURTHER RESOLVED**, that the NAACP supports strong minimum wage policies (\$15/hour) that increase economic security and opportunity for working families and protection of minimum wage pay for youth.

**BE IT FURTHER RESOLVED**, that the NAACP supports investing in employment preparation programs tailored to community needs and responsive to labor market demands.

**BE IT FINALLY RESOLVED**, that the NAACP renews its support for early childhood education programs, and America fulfilling its constitutional mandate to fully fund public education and

oppose tax credits and educational savings accounts that directly reduce the amount of funding allocated to public education.

#### **4. *The Need to Eliminate the “Black Tax” in the Municipal Bond Market***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) believes municipalities with predominantly Black populations that issue municipal bonds deserve equitable rates of interest and equitable access to potential investors due to the immense benefits such bonds provide to the impacted populations; and

**WHEREAS**, Municipal bonds (“Munis”) are “debt obligations issued by public entities that use the loans to fund public projects such as the construction of schools, hospitals, and highways.” Investors in Munis loan money to the issuing public entity and then have their money, plus interest, returned to them once the bonds mature; and

**WHEREAS**, Studies have shown that Historically Black Colleges and Universities (“HBCUs”) pay a higher underwriting fee when issuing Munis. Also, municipalities with higher populations of Black residents pay higher rates of interest on their Munis. This difference in fees is referred to colloquially as the “Black Tax”; and

**WHEREAS**, Underwriters are companies that market and negotiate the price of Munis to investors; and

**WHEREAS**, The amount of compensation paid to underwriters of non-HBCU Munis on average is substantially less than that paid to underwriters of HBCU issued Munis. Because Munis provide funds for schools to expand, renovate, or meet student needs, high fees are a disproportionate drain on the finance of HBCUs; and

**WHEREAS**, Cities with predominantly Black populations pay significantly higher interest rates for Munis than majority white cities. It is estimated that the increased interest totals up to \$900 million nationwide per year. This significantly contributes to the cycle of debt, poor infrastructure, and overall disinvestment in Black communities. This also compounds the adverse effects of climate change for Black communities because they cannot properly prepare for natural disasters. If Black communities wish to provide more weather resistant water pipelines, hygienic sewage systems, proper schools, stable roads, and more, they must do so at the risk of going bankrupt over astronomical interest payments; and

**WHEREAS**, For example, Detroit, Michigan fell victim to extreme debt in 2013 when it filed for bankruptcy with \$18 million in general obligation bond debt. At the time, Detroit was the 18<sup>th</sup> largest city in the nation, and Black residents made up 80.3% of the population, a stark difference from 81.5% of the State of Michigan that was white. Then Governor Rick Snyder commented that the bankruptcy was “60 years” in the making, which correlated to the period of time when “white flight” began out of Detroit. Articles note this bankruptcy was a result of crime or insufficient property taxes being collected, which are byproducts of poverty, which is a known consequence of systemic racism; and

**WHEREAS**, In 2023 the City of Prichard, Alabama’s residents could no longer bear the financial burden required to maintain the city’s water system. This required the majority Black suburb to issue a \$55 million bond, which it later had to default on due to its unsustainable interest rate. And the City of Baltimore in 2016, when faced with a similar water system issue, cut off the water supply to 42,000 residents. Situations like these will continue to happen across the nation so long as the “Black Tax” exists.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls upon state legislators to examine potential remedies, pass legislation and promulgate rules that eliminate the “Black Tax” on Munis issued by HBCUs, including but not limited to, providing state tax exemptions for Munis issued by HBCUs.

**BE IT FURTHER RESOLVED**, that the NAACP calls upon state legislators to pass laws and promulgate rules that eliminate “Black Tax” on Munis issued by municipalities with predominantly Black and other minority populations; including but not limited to, providing state tax exemptions for Munis issued by municipalities with predominantly Black and other minority populations.

**BE IT FINALLY RESOLVED**, that the NAACP calls upon Congress and the federal executive branch to examine potential remedies and take any and all actions they can to eliminate the “Black Tax” on Munis issued by HBCUs and municipalities with predominantly Black and minority populations, including but not limited to, designating Munis for HBCUs and municipalities with predominantly Black and minority populations as *triple tax exempt* (*i.e.* applicable to federal, state and local taxes).

## EDUCATION

### 1. ***Banning of Books***

**WHEREAS**, When a book is "banned," it is removed from school curriculums, classrooms, and/or libraries because a person or group has objected to its content; and

**WHEREAS**, Book banning and censorship have been around as long as there have been books. Overwhelmingly, book banning continues to target stories by and about people of color and LGBTQ+ individuals; and

**WHEREAS**, The American Library Association (“ALA”) reported that more books were banned in U.S. schools and libraries in 2023 than in any other year for which records have been kept; and

**WHEREAS**, ALA documented 4,240 unique book titles targeted for censorship in 2023, which was more than the previous two years combined: 2,571 in 2022 and 1,651 in 2021. And the

increase in 2023 represents a 65% spike from the previous year. The book ban movement has grown in recent years across the U.S., as religious-political activism gains strength; and

**WHEREAS**, Texas is the state that has banned the most books. In total, Texas has banned more than 800 books in 22 school districts. Florida is the state with the second greatest number of banned books during the 2021-22 school year, with five hundred sixty-six books banned in twenty-one of the state's school districts. Florida Governor Ronald Desantis, is one of the main people leading the charge to use book banning as a tool against what he calls critical race theory. Seventeen states (Colorado, Connecticut, Florida, Idaho, Illinois, Iowa, Kentucky, Maryland, Missouri, North Carolina, Ohio, Pennsylvania, Tennessee, Texas, Utah, Virginia and Wisconsin) saw attempts to ban more than 100 books; and

**WHEREAS**, Material stripped from libraries and curriculum include works written by Black authors that discuss police brutality, the history of slavery in the U.S. and other issues pertaining to race and the Black experience. Black students are among those who may be most affected by bans across the country. Prior to the rise in book bans, white male youth were already more likely to see themselves depicted in children's books than their peers, despite research demonstrating how more culturally inclusive material can uplift all children, according to a study in the Quarterly Journal of Economics.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People ("NAACP") believes that people of color and LGBTQ+ individuals deserve to see themselves reflected in books.

**BE IT FURTHER RESOLVED**, that the NAACP stands against book banning and supports books that reflect one's personal life stories, and histories of others in and beyond their communities.

**BE IT FINALLY RESOLVED**, that the NAACP may file lawsuits, administrative complaints, and amicus briefs, and otherwise support efforts to prevent or reverse bans of books reflecting the Black and/or LGBTQ+ experience.

## **2. *Call for Increase in Career and Technical Education (CTE), Formerly Known as Vocational Education***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) is committed to advocating for equitable opportunities in education for all individuals within our community; and

**WHEREAS**, Under the Every Student Succeeds Act, Career and Technical Education (CTE), formerly known as Vocational Education, plays a critical role in providing students with the skills, knowledge, and experiences necessary to pursue meaningful careers and contribute to the economic prosperity of our region; and

**WHEREAS**, Access to high-quality CTE programs has the potential to address systemic inequalities, empower marginalized communities, and foster economic mobility for individuals from diverse backgrounds; and

**WHEREAS**, Disparities in access to CTE opportunities persist, particularly among students from low-income families, students of color, and students with disabilities, thereby perpetuating cycles of poverty and limiting upward mobility; and

**WHEREAS**, The NAACP recognizes the importance of collaboration between educational institutions, community organizations, and local businesses to ensure that CTE programs are responsive to the needs of students and employers alike; and

**WHEREAS**, Investing in CTE not only benefits individual students but also strengthens our local economy by cultivating a skilled workforce and reducing unemployment rates.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls upon local educational authorities, policymakers, and community stakeholders to:

- Prioritize equitable access to high-quality CTE programs for all students, beginning in middle school regardless of race, socioeconomic status, or ability.
- Increase funding and resources allocated to CTE initiatives, including the expansion of course offerings, the enhancement of facilities and equipment, and the recruitment and retention of qualified instructors.
- Implement comprehensive career readiness programs that provide students with theoretical and hands-on training, industry certifications, and internship opportunities aligned with high-demand sectors in the United States and worldwide.
- Address systemic barriers to participation in CTE, including transportation challenges, academic tracking practices, and biases in college and career counseling.
- Foster partnerships among schools, businesses, labor unions, and community organizations to develop apprenticeship programs, job placement services, and mentorship opportunities for CTE students.
- Monitor and evaluate the effectiveness of CTE programs through data collection, stakeholder feedback, and outcome assessments to ensure continuous improvement and accountability.

**BE IT FINALLY RESOLVED**, that the NAACP pledges to actively engage in advocacy efforts, community outreach, and coalition building to advance the goals outlined in this resolution and promote equitable access to CTE for all residents.

### **3. *Maintaining Accurate African American History in School Curriculum***

**WHEREAS**, the National Association for the Advancement of Colored People (“NAACP”) Youth Council recognizes the presence of discrimination and misinformation targeting African-American and other ethnic groups within the K-12 education system; and

**WHEREAS**, it is crucial to acknowledge and challenge the omission of the true contributions made by African Americans, other ethnic groups, and the LGBTQ+ community from the history of the United States, mathematics, sciences, and other core subjects; and

**WHEREAS**, it is imperative to put an end to the dissemination of false information about African-American, African, Hispanic, and Native-American history, and instead provide a comprehensive and accurate account of our communities' rich and diverse heritage; and

**WHEREAS**, the removal of African-American history from school curricula poses inherent risks, perpetuating ignorance, and hindering the development of a more inclusive society; and

**WHEREAS**, restricting state schools and colleges from removing African-American history curricula is necessary to ensure the preservation and promotion of a comprehensive understanding of the contributions, struggles, and achievements of African Americans throughout history.

**THEREFORE, BE IT RESOLVED**, that the NAACP affirms its support for initiatives aimed at stopping the dissemination of false information about African-American, other ethnic and racial groups', and LGBTQ+ history in schools.

**BE IT FURTHER RESOLVED**, that the NAACP urges educational institutions to consider the inherent risk of removing African-American history from the curriculum, as it perpetuates ignorance and hinders the development of an inclusive society.

**BE IT FURTHER RESOLVED** that the NAACP calls upon state governments to enact legislation that restricts state schools and colleges from removing African-American history curricula, ensuring that future generations receive a comprehensive and accurate education about the contributions, struggles, and achievements of African Americans.

**BE IT FURTHER RESOLVED**, that the NAACP calls for the enforcement of policies that promote accurate and unbiased teaching practices, prohibiting the dissemination of misinformation about African-American history, any other ethnic groups, and LGBTQ+ history.

**BE IT FURTHER RESOLVED**, that the NAACP encourages collaboration between educational institutions, community organizations, and experts to develop inclusive and culturally responsive curricula that celebrate the contributions and experiences of African Americans, other ethnic groups, and the LGBTQ+ community.

**BE IT FINALLY RESOLVED**, that the NAACP commits to actively monitoring and advocating for the implementation of these resolutions, working towards a future where education promotes understanding, inclusivity, and equality for all.

**4. *Eliminate Federal Spending in All Public, Charter, and Private School Districts that Prevent African American History Curriculum and Books in the Schools***

**WHEREAS**, The Governors of Florida, Texas, Alabama and other states seek to erase Black History from school curricula; and

**WHEREAS**, Black history is American History; and

**WHEREAS**, Black citizens are American tax-paying citizens; and

**WHEREAS**, Federal laws prohibit discrimination based on race, color, national origin, sex, religion, family status, and disability; and

**WHEREAS**, Black taxpayers contribute to public school funding; and all public schools are funded by federal and state taxes; and

**WHEREAS**, Black taxpayer dollars fund school curricula and libraries; and

**WHEREAS**, Black people have every right to learn their history in a public school setting as well as public libraries that are funded by federal, state and local tax dollars.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People calls on the Department of Justice Civil Rights Division and the United States Department of Education to investigate and pursue all discriminatory curriculum violations and prosecute violators to the fullest extent of the law.

**5. *Ensuring Continuous Nutritional Support for K-12 Students During Summer Recess***

**WHEREAS**, Consistent access to nutritious meals is paramount for the physical growth, cognitive development, and overall well-being of children and adolescents; and

**WHEREAS**, The National School Lunch Program (NSLP) serves as a critical source of balanced, nutritious meals for millions of students across the United States during the academic year, with over 29.6 million children receiving lunch through the program daily; and

**WHEREAS**, A significant number of these students come from low-income families and rely on the NSLP for their primary source of nutrition, with the Food Research & Action Center (FRAC) reporting that 75% of the meals served under the NSLP are either free or at a reduced price; and

**WHEREAS**, The onset of summer recess creates a nutritional gap for these students, leaving them vulnerable to food insecurity, as highlighted by the USDA's Economic Research Service,

which found that children and adolescents are at a higher risk of experiencing food insecurity during summer months; and

**WHEREAS**, The Summer Food Service Program (SFSP), designed to bridge this gap, reaches only a fraction of those in need, with the Food Research & Action Center (FRAC) noting that only 1 in 7 children who receive free or reduced-price lunches during the school year benefit from the SFSP; and

**WHEREAS**, The lack of adequate nutrition during the summer can lead to negative outcomes such as summer learning loss, weight gain, increased risk of type 2 diabetes, and health complications, thus widening the achievement gap between low-income students and their more affluent peers.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People calls upon local, state, and federal policymakers to:

1. Expand the availability and accessibility of the SFSP to ensure that no child goes hungry during the summer months.
2. Enhance community outreach and awareness campaigns to ensure families are informed of the availability of summer meal programs.
3. Encourage partnerships between schools, non-profit organizations, community centers, and local businesses to provide stable, accessible sites for summer meal distribution.
4. Advocate for policy changes that simplify the SFSP application process, reducing administrative barriers for schools and community organizations wishing to participate.
5. Promote the integration of educational and enrichment activities within summer meal programs to address summer learning loss and engage students in a constructive manner during the recess period.
6. Secure sustainable funding to support the expansion and enhancement of summer meal programs, ensuring that these essential services are not subject to the whims of annual budgetary constraints.

## **6. *Establishing Evidence-Based Professional Education Systems***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) believes that persistent achievement gaps are prevalent in our educational system, it is imperative to address the root causes that perpetuate such disparities; and

**WHEREAS**, The NAACP recognizes that the major contributing factor to these discrepancies lies in the widespread neglect of implementing evidence-based instructional practices across a substantial portion of our nation's classrooms; and

**WHEREAS**, The NAACP understands that to combat this issue and foster equitable learning opportunities, we must advocate for the establishment of an evidence-based professional education system; and

**WHEREAS**, The NAACP understands that the failure to incorporate evidence-based instructional strategies has significantly impeded progress towards educational equity, particularly for marginalized student populations, including Black students; and

**WHEREAS**, the NAACP understands that the absence of evidence-based and culturally relevant pedagogical approaches hinders the ability to provide tailored, effective instruction that meets the diverse needs of students from varying backgrounds.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls for school divisions and certifications the adoption and implementation of consistent evidence-based practices in classrooms and emphasizes the importance of utilizing teaching methods grounded in research-proven effectiveness to enhance student learning outcomes.

**BE IT FURTHER RESOLVED**, that the NAACP calls for a focus on culturally sound instructional practices through the recognition of the significance of culturally sound instructional practices in addressing the unique learning styles and needs of diverse student populations and the encouragement of the integration of culturally relevant content and teaching methodologies to create inclusive learning environments.

**BE IT FURTHER RESOLVED**, that the NAACP calls for the support for Black students and beyond by specifically targeting the improvement of educational outcomes for Black students while extending benefits to all students regardless of background and aiming to narrow achievement gaps by ensuring that all instructional practices are sensitive to cultural nuances and responsive to individual student needs.

**BE IT FINALLY RESOLVED**; that the NAACP calls for the accountability and monitoring through regular assessment and monitoring of instructional practices to ensure alignment with evidence-based standards and establishing mechanisms for ongoing professional development to support educators implementing effective, research-backed teaching strategies.

**7. *Nationally Teaching the Buffalo Soldiers Rich History in Public Schools Educational Curriculum for the Advancement of Strengthening Culture and African American Pride***

**WHEREAS**, The 555 Parachute Infantry Battalion, nickname “The Triple Nickles,” was an all-Black airborne unit of the USA Army during WWII. Established Feb 25, 1943; officially activated December 1943 at Ft. Benning, GA. After several years of trains the 555<sup>th</sup> Unit moved to Camp Mackall, NC; and

**WHEREAS**, In 1866, after the Civil War, Congress created six all-Black Cavalry and Infantry regiments of the U.S. Army known as “The Buffalo Soldiers” to help rebuild the country however, historically educational institutions have not taught students about the contributions of these some

tens of thousands of Black/African American soldiers and it is imperative to ensure that all students receive a historical education to include these soldiers; and

**WHEREAS**, In addition to playing a significant role in many military actions and border security, the Buffalo Soldiers duties included leading the way for western expansion by protecting settlers, building roads and other infrastructure, guarding the U.S. mail, and serving as rangers for the national parks all while having inadequate supplies and being subjected to oppressive and discriminatory conditions; and

**WHEREAS**, Due to their valor service, Buffalo Soldiers earned Medals of Honor as well as numerous campaign and unit citations, and from their ranks emerged leaders including Benjamin O. Davis Sr., Charles Young, and Henry Flipper; and

**WHEREAS**, In 1948 President Harry Truman issued an executive order eliminating racial segregation in the armed forces, and the last African American units were disbanded during the 1950s and the United States Congress created National Buffalo Soldiers Day in 1992 to honor these soldiers.

**THEREFORE, BE IT RESOLVED** that the National Association for the Advancement of Colored People would urge all its Units to collaborate with their state and local Boards of Education on curriculum development so that it is more inclusive of Black History, specifically Black Military History, so that it incorporates the history of these great patriots, the Buffalo Soldiers.

#### **8. *Opposing the Diversion of Funds from HBCUs to PWIs***

**WHEREAS**, When the Second Morrill Act of 1890 focused on former Confederate states that failed to provide education to Black Americans, and stated affirmatively that land-grant institutions would provide higher education for all races; and

**WHEREAS**, Opposite congressional intent, states used federal and state funds to create and maintain predominately white public institutions to the detriment of historically Black colleges; and

**WHEREAS**, The tax dollars paid by Black Southern populations were used to fund educational opportunities and reinforce generational wealth-building for white citizens; and

**WHEREAS**, In September 2023, the United States Department of Education Secretary Miguel Cardona and the United States Department of Agriculture Secretary Thomas Vilsack sent letters to the governors of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, Missouri, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia, citing data from the National Center for Education Statistics showing the gap in funding between Historically Black Colleges and Universities (HBCUs) and Predominantly White Institutions (PWIs); and

**WHEREAS**, The September 2023 letter noted a “longstanding and ongoing underinvestment” in the land-grant HBCUs such as Alabama A&M University, University of Arkansas at Pine Bluff, Florida Agricultural and Mechanical University, Fort Valley State University, Kentucky State

University, Southern University and A & M College, University of Maryland Eastern Shore, Alcorn State University, Lincoln University, North Carolina A & T State University, Langston University, South Carolina State University, Tennessee State University, Prairie View A & M University, Virginia State University, and West Virginia State University, that “disadvantages the students, faculty, and community that the institution[s] serve;” ; and

**WHEREAS**, As reported in *Nourishing the Nation While Starving: The Underfunding of Black Land-Grant Colleges and Universities*, “[b]etween fiscal years 2011 and 2022 alone, Black land-grant universities lost nearly \$200 million in resources because states declined to provide matching funds while they fully funded their white land-grant universities”; and

**WHEREAS**, As explained in *ICYMI: As HBCU Funding Garners More Attention, Experts Hope For Lasting Change*, “[t]he historic underfunding of HBCUs has led to a variety of issues, including neglected infrastructures and faculty salaries that are not on par with those across the nation”; and

**WHEREAS**, States have deprived HBCUs of an equitable distribution of funds and land-grant HBCUs have not received the more than \$13 billion they should have received in the last three decades or so, and funds that should have gone to HBCUs instead went to PWIs equating to funding gaps upwards of \$1 billion to \$2 billion; and

**WHEREAS**, As set forth in a 2023 Center for American Progress report, “[e]quitable funding for research, extension, and education programs at special-mission land-grant universities would help maximize the innovative potential of the land-grant system while increasing workforce diversity and boosting college attainment for Black and Native American students”; and

**WHEREAS**, HBCUs remain a vital postsecondary education option for African American students, educating 10% percent of all African American postsecondary students and producing almost 20% of all African American graduates, thus making HBCUs critical institutional resources, even as admissions to higher education institutions remain under scrutiny.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls for Federal, State and Local Governments to fairly restore previously allocated monies, and equitably fund all HBCUs.

**BE IT FINALLY RESOLVED**, that the NAACP will file or join litigation, which seeks to demand the remedy and compensation for states’ underfunding of HBCUs.

## **9. *Replacing Exclusionary Discipline with Restorative Practices to Reduce the Achievement Gap***

**WHEREAS**, Exclusionary discipline deprives students of the opportunity to learn by removing them from the classroom through punishments such as suspensions and expulsions; and

**WHEREAS**, The United States has dramatically increased exclusionary discipline as a form of zero-tolerance policies in response to minor nonviolent misbehaviors such as tardiness or “disrespect”; and

**WHEREAS**, Suspensions and expulsions have negative long-term impacts on students who have been suspended or expelled; and

**WHEREAS**, Suspended students are more likely to suffer academically, repeat a grade, and drop out of school; and

**WHEREAS**, Students across all racial and ethnic groups experienced incomplete learning and suffered from learning loss due to the COVID-19 pandemic; and

**WHEREAS**, Black students not proficient in third-grade reading and Black students not proficient in eighth-grade reading declined in their reading proficiency during the COVID-19 pandemic; and

**WHEREAS**, Stark racial disparities in educational opportunities resulting in lower academic outcomes for Black students existed prior to the COVID-19 pandemic; and

**WHEREAS**, Black students are twice as likely to be referred to law enforcement and three times as likely to be arrested as their white classmates; and

**WHEREAS**, Black students with disabilities are twice as likely to be referred to law enforcement than their white classmates with disabilities; and

**WHEREAS**, Restorative practices offer a way to mediate and repair relationships between offenders and their victims and have successfully reduced school suspensions to reduce learning loss for suspended students; and

**WHEREAS**, Restorative practices improve overall equity in schools and build community among students, teachers, and administrators.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People urges federal, state, and local policymakers to implement and fully fund evidence-based restorative practices, positive behavioral interventions and supports, and tiered systems of support and to devise means of rewarding schools that report accurate numbers for decreasing suspension rates for minority students and to call on states to publicly report their suspension rates disaggregated by race, gender, and ethnicity.

**10. *Challenges in Public Education: Book Bans, Teacher Shortages, and the Negative Effects of Miseducation Regarding Slavery***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) regards public education as a core principle of civil and human rights and seeks to protect the right to education for all, especially with regard to the accurate teachings of African American history; and

**WHEREAS**, Education plays a crucial role in shaping societal attitudes and perceptions, and accurate historical education is essential for a comprehensive understanding of American history, fostering moral understanding and critical assessment of future actions; and

**WHEREAS**, In recent years, there has been a movement to diminish the historical experiences of marginalized groups, specifically the negative experiences of African Americans during slavery, through legislative actions aimed at restricting discussions of slavery, race, gender, and racism in classrooms; and

**WHEREAS**, Since 2021, at least 18 states have passed laws restricting discussion of slavery, race, gender, and/or racism in the classroom, eroding freedom of expression and challenging higher education institutions as bastions of critical thinking; and

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) opposes book banning by state legislatures and local school boards, recognizing its discriminatory impact, especially against African American authors, and understands that such censorship undermines fundamental rights to free speech and expression, impeding societal progress; and

**WHEREAS**, The enactment of these laws perpetuates historical inaccuracies, fosters misconceptions, and contributes to the perpetuation of systemic inequalities, racial biases, and social injustices; and

**WHEREAS**, According to the 2023 National Center for Education statistics 87% of public schools struggle to hire educators, and in high poverty neighborhoods school understaffing has persisted at 57%; and

**WHEREAS**, According to the National Education Association in 2024 educators state burnout from massive labor shortages as the main reason for job dissatisfaction.

**THEREFORE, BE IT RESOLVED**, that the NAACP will continue its advocacy in support of paying teachers a livable and competitive wage, and its support for the funding of teacher colleges and teacher recruitment.

**BE IT FURTHER RESOLVED**, that the NAACP reaffirms its commitment to advocating for inclusive and accurate representations of African American history in public education curricula, opposing legislative and school board efforts to censor or distort historical narratives for ideological purposes.

**BE IT FURTHER RESOLVED**, that the NAACP calls upon policymakers, educators, and community leaders to ensure comprehensive education that acknowledges the realities of slavery and its legacies, providing professional development opportunities for educators and promoting culturally responsive pedagogy.

**BE IT FURTHER RESOLVED**, that the NAACP opposes legislation in every state, the District of Columbia, and all United States territories that seeks to undermine the fundamental right to the freedom to read, speak, publish, or any other civil or human right.

**BE IT FINALLY RESOLVED**, that the NAACP supports all legal actions challenging the constitutionality and legality of school book bans, and calls upon all state legislatures and school boards in the United States to immediately repeal laws or rules resulting in the banning of books, particularly those written by African American authors.

**11. *To Uphold the Rights to Read for Black Children and Youth***

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) believes that the fundamental right to read is a cornerstone of educational equity, enabling individuals to access knowledge, expand their understanding, and engage meaningfully with diverse texts; and

**WHEREAS**, The NAACP asserts that Black children and youth, irrespective of socioeconomic status, disability, gender, or any other characteristic, deserve comprehensive and tailored reading instruction that empowers them to not only acquire basic reading skills but also to comprehend and deepen their knowledge through reading.

**THEREFORE, BE IT RESOLVED**; the NAACP will continue to advocate for the promotion of reading comprehension and knowledge acquisition through the recognition that the ability to comprehend and derive knowledge through reading is essential for academic success.

**BE IT FINALLY RESOLVED**; the NAACP urges State Superintendents and those involved in curriculum policies pay attention to Black learners’ needs by highlighting the importance of culturally responsive and relevant instructional practices that resonate with the experiences and backgrounds of Black students and urging educators to incorporate teaching methods that acknowledge and address the unique linguistic and cultural factors that may influence reading proficiency. We further demand that policymakers be aware of research-based strategies and use them in their policies when deciding reading strategies for Black students.

**ENVIRONMENTAL AFFAIRS**

**1. *Advancing a Future that Reduces Plastic Pollution***

**WHEREAS**, Black communities are more likely to live near oil and gas facilities that produce petroleum-based products such as plastics; and

**WHEREAS**, Plastic production and transformation has finally been scientifically recognized as harmful to human health; and

**WHEREAS**, Plastic accounts for at least 8% of global oil production and nearly all plastics are made from fossil fuels; and

**WHEREAS**, Discarded plastic products continue to accumulate in the oceans and other waterways, rivers, and lakes, increasing the amount of microplastics in most frequently consumed fish; and

**WHEREAS**, Over 170 fracking chemicals that are used to produce the main feed stocks for plastic have known human health impacts, including cancer, neurotoxicity, reproductive and developmental toxicity, impairment of the immune system, and more; and

**WHEREAS**, Plastic production, manufacturing, and food packaging has been linked to cancers, birth defects, impaired immunity, endocrine disruption, developmental and reproductive effects; and

**WHEREAS**, Plastic waste management technologies release toxic metals such as lead and mercury, and other toxic substances to the air, water, and soil; and

**WHEREAS**, There has been a lack of transparency regarding just how entrenched plastic is in manufacturing and production across the country, which makes impact harder to fully assess as well as decreases industry accountability regarding human health; and

**WHEREAS**, According to reports, heat-trapping emissions from plastic production by 2050 could use up to 30 percent of the remaining carbon budget required to limit global warming to 1.5 degrees Celsius; and

**WHEREAS**, Plastics are not being recycled, according to New Plastic Economy Initiative standards, and reuse of plastics is typically more toxic than the original form; and

**WHEREAS**, Investigative reporting demonstrated that certain industries have known since the 1970s and 1980s that plastic could not be recycled, yet pushed the narrative that recycling reduces plastics; and

**WHEREAS**, The United National Environmental Assembly agreed to develop the first legally enforceable agreement to reduce plastic pollution by 2024; and

**WHEREAS**, The international agreement could consider the full lifecycle of plastic pollution; and

**WHEREAS**, The United States is a key part of the negotiations in ensuring that plastic pollution reduction happens globally and domestically.

**THEREFORE, BE IT RESOLVED**, the National Association for the Advancement of Colored People (NAACP) advocates for environmental and climate justice and a holistic approach to reducing plastic reliance, a just transition away from fossil fuel industries, and a comprehensive reduction of plastic and petrochemical use across the entire lifecycle of plastics.

**BE IT FURTHER RESOLVED**, the NAACP demands that the federal agencies hold industry plastic polluters accountable and build a mechanism for more transparency regarding plastic import and exports.

**BE IT FURTHER RESOLVED**, the NAACP demands that the Biden Administration calls for a cut of plastic production by at least 75% by 2040 to ensure the country will meet its global warming commitments.

**BE IT FURTHER RESOLVED**, that the NAACP calls on federal agencies and Congress to fund and further track the removal of plastics in the ocean and in other water sources.

**BE IT FURTHER RESOLVED**, the NAACP demands the Biden Administration ensures a comprehensive approach to reducing plastic production and amplification of and decision-making power for frontline communities during international plastic negotiations, treaty agreement convening, and other opportunities to create a reuse future without plastic reliance.

**BE IT FINALLY RESOLVED**, NAACP units will continue to advocate for reduction of plastic production, manufacturing, and reuse, and input regarding a future without reliance on fossil fuels and petrochemicals to ensure Black communities and other excluded communities do not bear the brunt of plastic pollution.

## **2. *Call for State and Federal Affirmation of Environmental Justice Protections***

**WHEREAS**, State attorneys general are typically tasked with enforcing environmental laws and representing the public's interest; and

**WHEREAS**, State attorneys general have the authority to hold polluters accountable to frontline and other historically excluded communities through their role; and

**WHEREAS**, The Office of the Illinois Attorney General filed a lawsuit and an interim order against Sims Metal Management for emitting volatile organic material into a community in Chicago called Little Village; and

**WHEREAS**, New Jersey signed a historic piece of legislation directing the New Jersey Department of Environmental Protection to evaluate environmental and public health impacts at certain facilities in overburdened communities and its Office of Attorney General has filed over 45 lawsuits to stop the dumping of toxic waste, permitting issues that harmed overburdened communities, and enforcement actions against industries that left toxic chemicals behind in communities; and

**WHEREAS**, State attorneys general can file comment letters to help frontline communities such as when the California Office of Attorney General outlines deficiencies in proposed projects regarding environmental injustices; and

**WHEREAS**, 23 state attorneys general including Florida, Alabama, Georgia, Indiana, Kansas, Mississippi, Montana, North Dakota, South Carolina, Arkansas, Idaho, Iowa, Kentucky, Missouri, Nebraska, Oklahoma, South Dakota, Tennessee, Utah, West Virginia, Texas, Virginia, and Wyoming weaponized their power to petition the United States Environmental Protection Agency (EPA) to rescind the language that holds federal recipients accountable to environmental

injustices based on criteria or methods of administering its program or activity which have the “effect of ” subjecting individuals to the lack of protection from discrimination in Title VI environmental complaints; and

**WHEREAS**, The EPA has opened its first Office of Environmental Justice and External Civil Rights, made historic financial investments in environmental justice programs, and vowed to ensure more robust environmental justice protections under the Biden Administration; and

**WHEREAS**, Title VI bars recipients of federal funds from discriminating with those funds on the basis of race, color, national origin; and

**WHEREAS**, These 23 attorneys general have considered current Title VI protections at the EPA as “racial engineering” and do not want residents to have access to Title VI protections under the current framework at the EPA; and

**WHEREAS**, Title VI protections are a fundamental tool for uplifting community voices and ensuring that federal funds are not used to perpetuate environmental injustices in communities; and

**WHEREAS**, Louisiana recently asked the EPA to remove community engagement components of the Title VI process through litigation (Louisiana v. EPA); and

**WHEREAS**, Louisiana and the 23 states that filed for rollbacks to environmental justice protections have disproportionate air pollution, water infrastructure issues, and soil contamination in Black and other frontline communities; and

**WHEREAS**, In October 2023, the NAACP along with more than 60 groups and individuals asked the U.S. Department of Justice and EPA to take more decisive actions to defend and enforce Title VI; and

**WHEREAS**, On May 6, 2024, The Department of Justice’s (DOJ) Civil Rights Division, the Department of Health and Human Services’ (HHS) Office for Civil Rights, Department of Transportation’s (DOT) Departmental Office of Civil Rights, Environmental Protection Agency’s (EPA) Office of External Civil Rights Compliance, Department of Homeland Security’s (DHS) Office for Civil Rights and Civil Liberties, and Department of Housing and Urban Development’s (HUD) Office of Fair Housing and Equal Opportunity jointly reaffirmed their commitment to environmental and civil rights protections; and

**WHEREAS**, The NAACP reaffirms its resolutions regarding Title VI protections in 2007 and 2023.

**THEREFORE, BE IT RESOLVED**, the National Association for the Advancement of Colored People affirm its position that state attorneys general should build environmental protections not actively decimate them within their state.

**BE IT FURTHER RESOLVED**, the NAACP demands Congressional oversight into practices by states that are using federal funds to discriminate against environmental justice communities.

**BE IT FURTHER RESOLVED**, the NAACP demands that Congress provides a private right of action under Title VI.

**BE IT FURTHER RESOLVED**, the NAACP urges the EPA to fully enforce and monitor civil rights laws in environmental justice communities and defend its authority to investigate and resolve civil rights complaints.

**BE IT FURTHER RESOLVED**, the NAACP demands the Biden Administration to push for robust environmental justice protections in historically excluded communities and make systemic reforms to address federal deficiencies in environmental protections across the entire federal government.

**BE IT FURTHER RESOLVED**, the NAACP urges states to enact legislation, policies, and regulations that ensure residents have robust civil rights protections in environmental justice communities.

**BE IT FINALLY RESOLVED**, NAACP units will continue to advocate for comprehensive policy change to ensure better protections for environmental justice communities.

### **3. *Ensuring Racial Equity and a Just Transition in the Green Economy***

**WHEREAS**, Across the country, a rising environmental and climate justice movement is seeking to rectify how the United States' history of systemic racism and segregation has left people of color bearing the brunt of pollution and other forms of environmental degradation. Communities of color disproportionately bear the brunt of pollution and environmental degradation. Increased participation in the green economy can help these communities enjoy the benefits of cleaner neighborhoods and more rewarding livelihoods; and

**WHEREAS**, In the U.S., it is projected that by 2040, hundreds of billions of dollars will be invested in environmentally friendly construction and energy projects, generating estimates of more than a trillion dollars in revenue and employing millions. Retrofitting for energy efficiency alone is a major source of current and future jobs. Economic development at this level provides people of color in disadvantaged communities with a path to environmental quality, social benefits, and financial stability; and

**WHEREAS**, The environmental and health benefits of the green transition are likely to be significant; however, its economic benefits accrue unequally to different communities, thereby limiting a just transition. Socially disadvantaged racial and ethnic groups are more vulnerable to occupational displacement in the green transition because their existing skills are less suitable for green jobs and because they reside in counties lacking green job opportunities. Placed-based modeling reveals significant racial disparities, even after accounting for educational attainment and rural domiciles. Native American and Black-majority counties have fewer green jobs, resulting in a disparity in the growing sector; and

**WHEREAS**, Nationally, addressing these disparities requires ensuring that communities affected by segregation and environmental disparities are not left excluded when states make large investments to combat climate change or when prominent politicians call for significant federal spending on job training and skill development for the workers needed to install solar panels, build wind turbines, and otherwise transition the U.S. to a low-carbon future.

**THEREFORE, BE IT RESOLVED**, the NAACP will advocate for the building of a diverse, inclusive green economy that enables all communities to gain equitable access to the resources and opportunities that produce healthier environments and contribute toward greater economic prosperity.

**BE IT FINALLY RESOLVED**, that the NAACP will advocate for policies targeting the enhancement or acquisition of skills required for green jobs, particularly in socially disadvantaged racial communities, including returning citizens or formerly incarcerated and those who are currently incarcerated to ensure that the green transition is just and inclusive.

**4. *In Support of First-Ever National Strategy to Accelerate Deployment of Zero-Emission Infrastructure for Freight Trucks***

**WHEREAS**, The Biden administration just released its First-Ever National Strategy to Accelerate the Deployment of Zero-Emission Infrastructure for Freight Trucks; and

**WHEREAS**, Facilities for freight hauling and storage are disproportionately located in Black, brown, and poor communities; and

**WHEREAS**, These communities suffer from the effects of air pollution around these facilities such as childhood asthma, heart disease, adverse birth outcomes like premature birth and low birth weight, cognitive decline, and stroke; and

**WHEREAS**, This strategy supports the bipartisan infrastructure bill passed by Congress; and

**WHEREAS**, This resolution will support the National Association for the Advancement of Colored People's (NAACP) current resolutions on environmental racism; and

**WHEREAS**, There exists the chance of a change in administration and the possibility of either repeal of this strategy or undermining the purpose by extending the timeline, or weakening the standards; and

**WHEREAS**, Congress has the power to codify these standards.

**THEREFORE, BE IT RESOLVED**, that the NAACP supports its Units to encourage their state, local, and national officials to provide further legislation and funding to expedite the progress of this strategy and relieve the burden on Black, brown and poor communities.

## 5. ***NAACP Urges More Investigation and Study on the Development of Hydrogen, Including Green Hydrogen***

**WHEREAS**, Hydrogen is promoted as a form of clean energy, though it is an energy-carrier or energy-user that can be used to store, move, and deliver energy produced from other sources; and

**WHEREAS**, The United States government is encouraging and paving the way for the use of renewable energy sources that is required to tackle the climate crisis necessary to reduce greenhouse gas (GHG) emissions that cause global warming. According to the New York Times article, *Five Things to Know about Biden's New Power Plant Rules*, "Coal use in the United States has plummeted since 1990, when it produced half of the nation's electricity"; and

**WHEREAS**, The New York Times further reported that "last year, coal was responsible for 16.2 percent of electricity generation, according to the U.S. Energy Information Administration. Renewable energy — wind, solar, hydropower, biomass and geothermal combined — has already overtaken coal and made-up 21.4 percent of power generation in 2023; and

**WHEREAS**, Natural gas, a fossil fuel, is still responsible for 43.1 percent of the nation's electricity; and

**WHEREAS**, 95 percent of hydrogen produced in the United States is black, brown, or grey hydrogen a production that contributes 2.2 percent of harmful emission, including carbon dioxide, while blue hydrogen is produced mainly from natural gas, using a process called steam reforming, which brings together natural gas and heated water in the form of steam that will also produce carbon dioxide as a by-product; and

**WHEREAS**, Hydrogen proponents promote this energy-carrier as "fuel of the future" while hiding a lot of downsides; though it poses massive risk to public health and safety and is produced mostly from fracked gas; and

**WHEREAS**, Hydrogen "energy" is inherently inefficient, expensive, and emissions-intensive that comes with massive risks to public health and safety, and almost all of it comes from fracked gas. Turning hydrogen into energy may be emissions-free, but getting the hydrogen in the first place is overwhelmingly not'; and

**WHEREAS**, Taxpayers will bear the cost for hydrogen infrastructure, create a convoluted mesh that includes more pipelines, power plants, refineries, and more industrial pollution throughout the United States; and

**WHEREAS**, Currently, the United States Department of Energy (DOE) is prepared to disburse \$7 billion in taxpayer dollars to develop "hydrogen hubs." State and local governments are preparing to spend even more to lure developers to set up shop; and

**WHEREAS**, Industry titans propose to produce "green" hydrogen on a scale, it is still inefficient compared to renewable-powered batteries, which are 80% efficient, hydrogen fuel cells are only 30%. That makes hydrogen far more expensive than renewable-based electric power; and

**WHEREAS**, There is no certainty that "green" hydrogen will create no emissions. Hydrogen is a ridiculously small molecule, making it more likely than methane to leak; and

**WHEREAS**, The most hazardous polluters are heavily investing in "green" hydrogen that appears to be yet another venture to greenwash the expansion of pipelines and power plants; and

**WHEREAS**, Hydrogen poses health and safety risks to communities, it is volatile, flammable and has already caused explosions that poses major dangers to nearby communities; and

**WHEREAS**, Hydrogen is currently stored as ammonia, a hazardous chemical that can cause death in high concentrations; and

**WHEREAS**, The public health risks include the utilities' proposal to blend hydrogen with methane in power plants and utility lines for home-heating use that can lead to nitrogen oxide pollution six times greater than burning fracked gas; and

**WHEREAS**, All the risks pose health consequences for frontline communities such pollution is an ingredient for particulate matter and ozone, which cause respiratory illnesses that already plague frontline communities that are home to people of color and low-wealth communities that have been relegated as sacrifice zones for decades.

**THEREFORE BE IT RESOLVED**, the NAACP oppose the use of hydrogen use as a general energy source until such time further research confirms that hydrogen can be used as a general safe and clean energy source.

**BE IT FURTHER RESOLVED**, the NAACP call upon all federal agencies to enforce environmental laws including but not limited to the Clean Air Act and the Clean Water Act, where appropriate, as the fossil fuel industry develops hydrogen as an energy carrier.

**BE IT FINALLY RESOLVED**, the NAACP will oppose the hydrogen hubs with geographic location within a perimeter that will have a negative impact on the people, homes, economic establishments, schools or athletic facilities and similar activities within the Black or other disadvantaged communities:

Supporting information on hydrogen:

*Biden-Harris Administration Announces \$750 Million to Support America's Growing Hydrogen Industry as Part of Investing in America Agenda, March 13, 2024.*

<https://www.energy.gov/articles/biden-harris-administration-announces-750-million-support-americas-growing-hydrogen>

Food and Water Watch, *the Dirty Side of Green Hydrogen*.

That's why Food & Water Watch, ally, is working to [stop these projects](#) from ever breaking ground.

*Hydrogen Basics*, DOE <https://www.energy.gov/eere/fuelcells/hydrogen-fuel-basics>.

*How much of this hype for Hydrogen is Smoke and Mirrors*.

<https://www.foodandwaterwatch.org/2022/12/13/hydrogen-energy-hype/>

The Dirty Side of "Green" Hydrogen

<https://www.foodandwaterwatch.org/2022/10/24/the-dirty-side-of-green-hydrogen/>

*What is Hydrogen?* National Grid

<https://www.nationalgrid.com/stories/energy-explained/what-is-hydrogen>

## 6. ***Privatization of Utility Services***

**WHEREAS**, Energy is a basic human right, and a public good and yet corporations are privatizing water, seeds, and other basic necessities to life; and

**WHEREAS**, Corporations are motivated by profit and are not the best conduit to ensure our right to access to a public good.

**BE IT RESOLVED**, that the NAACP and its units will educate, agitate and organize to stop the privatization.

# HEALTH

## 1. ***Addressing the Mental and Behavioral Health Care Needs of the Black Community***

**WHEREAS**, Twenty-one percent (21%) of the Black/African American population in the United States (US) reported having a mental illness in comparison to almost twenty-four percent (23.9%) of the white population according to a 2021 National Survey on Drug Use and Health; and

**WHEREAS**, Thirty-nine percent (39%) of Black people received mental health services according to the same survey, however fifty-two percent (52%) of white Americans received mental health care; and

**WHEREAS**, Black and white Americans have similar prevalence rates of substance use disorder (17%), the survey found differences in unmet treatment needs (16.4% for Black people and 15.7% for white people among other disparities by drug type; and

**WHEREAS**, Suicide is a serious public health problem, and is among the leading causes of death for people ages 10-64 years old, rising thirty-six (36%) in the past two decades, and according to the Center for Disease Control and Prevention (CDC), in 2021, suicide was reported as the second leading cause of death for people ages 10-14 and 20-34; and

**WHEREAS**, Suicide has disproportionately impacted Black youth, specifically Black girls and Black men; it ranked as the third leading cause of death among the Black/African American population ages 10-24, and Black/African American men ages 25-34; the CDC report revealed a nearly thirty-seven percent (36.6%) rise in suicide in Black youth ages 10 to 24, with Black girls having the highest amount of suicide attempts—as a group American Indian and Alaska Native youth have even higher rates of suicide; and

**WHEREAS**, Black Americans and other communities of color experience barriers to mental and behavioral health care as defined by the Substance Abuse and Mental Health Services Administration (SAMSHA) including systemic racism and discrimination, mental health stigma, less satisfaction with the system of care including past negative encounters, provider shortage, including too few Black mental health providers—only 2% of psychiatrists and 4% of psychologists are Black— and a lack of socially and culturally fluent providers, including language-related needs; and

**WHEREAS**, A CDC report released in 2023 showed that nearly 775,000 mental health-related emergency department (ED) visits occurred each year from 2018 to 2020, which accounted for about twelve percent (12.3%) of all adult ED visits—over fifty-six percent (56.3%) of these visits occurred in adult ages 18-44; and

**WHEREAS**, CDC analysis showed that Black adults from 2018-2020 visited the emergency department (ED) for mental health care at a rate two times the national average, far exceeding rates for their white and Hispanic peers. Black people had higher ED utilization for mental illness across all categories: substance use disorders, anxiety disorders, mood disorders, and schizophrenia; specifically for substance use disorder, again, the rate was double that of white and Hispanic persons, and across all types of substances, Black patients had the highest ED utilization rates; and

**WHEREAS**, Kaiser Family Foundation research has shown that people of color have higher rates of underdiagnosis and undertreatment of mental health conditions which may help explain the trends of higher suicide and drug overdose deaths; and

**WHEREAS**, Black patients were more likely to wait an hour or more to be seen by healthcare staff than their white peers, both Black and Hispanic people were more likely to have a visit that lasted over four hours; Black patients were only admitted or transferred to a hospital for mental health treatment 15.6% of the time, compared to 22.5% and 21.3% for white and Hispanic adults, respectively as described by the 2021 National Survey on Drug Use and Health; and

**WHEREAS**, Wider gender differences were seen among Black and Hispanic patients: Black men were nearly fifty-six percent (55.8%) of those seen vs. Black women being roughly forty-four percent (44.2%) of mental health ED visits, and Hispanic men were 57.1% v. Hispanic women at almost forty-three percent (42.9%) according to the 2021 National Survey on Drug Use and Health; and

**WHEREAS**, The COVID-19 pandemic and Long COVID have highlighted the need for increased support and resources for mental health in the workplace and exacerbated existing mental health challenges, with many individuals experiencing increased stress, anxiety, and depression due to isolation, economic insecurity, and other factors; and

**WHEREAS**, 988, the Suicide and Crisis Lifeline, offers direct access to free, confidential, and compassionate care and support nationwide 24/7 for anyone experiencing mental health related distress – whether thoughts of suicide, mental health, substance use crisis, or any other kind of emotional distress, or anyone worried about a loved one who may need crisis support.

**THEREFORE BE IT RESOLVED**, that the NAACP reaffirms its 2020, 2019, 2015, 2012 and 2001 Resolutions for comprehensive mental and behavioral health care that meets the pressing needs of the Black community and other historically marginalized groups.

**BE IT FURTHER RESOLVED**, that the NAACP urges Congress to pass comprehensive legislation to provide equitable access to culturally tailored mental and behavioral health care across various care settings and the lifespan through items such as the Pursuing Equity in Mental Health Act, the bill to amend Title VII of the Public Health Service Act (to strengthen the mental health workforce), and the Improving Mental Health in Schools Act.

**BE IT FURTHER RESOLVED**, that the NAACP urges all employers to provide reasonable accommodations for individuals with mental illness, including flexible work hours and access to mental health resources such as therapy and counseling services, mental health days, and medical leave of absence without penalty or discrimination.

**BE IT FURTHER RESOLVED**, that the NAACP calls for comprehensive, culturally tailored access to mental health resources for communities disproportionately impacted by mental illness, such as Black and Brown communities, LGBTQ+ populations, and people living in concentrated poverty and resource-deprived settings.

**BE IT FURTHER RESOLVED**, that the NAACP advocates across all levels of government and diverse sectors for whole person care and wellbeing, including access to robust mental and behavioral health care and works to elevate the understanding of how stigma and bias drive

mental illness in our communities, and rather the importance of holistic wellness and social connectedness in achieving health promotion and disease prevention.

**BE IT FINALLY RESOLVED**, that the NAACP commits to raising awareness within the Black community about the individual and community level supports (i.e., 988 Suicide and Crisis Lifeline, Mental Health First Aid, Grassroots Advocate Support Groups), stressors, and risk factors which influence mental health and to promoting mental hygiene through the lifespan to help achieve mental health equity.

## **2. *Addressing the Misdiagnosis of Melanoma in Black Men***

**WHEREAS**, Melanoma, a deadly form of skin cancer, is diagnosed at advanced stages in Black individuals more frequently than in their white counterparts, leading to significantly lower survival rates, with Black patients having a five-year melanoma survival rate of only 70% compared to 92% for white patients, highlighting a critical disparity in diagnosis and treatment outcomes; and

**WHEREAS**, Previous studies have shown that women have higher melanoma survival rates than men, and Black men have a 26% higher rate of death than white men, which may be due to later stages of diagnosis; and

**WHEREAS**, The lack of diverse representation in medical education materials contributes to the misdiagnosis of melanoma in Black individuals, as medical textbooks predominantly feature images of melanoma on light or white skin, inadequately preparing healthcare professionals to recognize skin cancer in people of color; and

**WHEREAS**, Research demonstrates a concerning trend of physicians being significantly more likely to misdiagnose melanoma in Black patients compared to white patients; and

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) urges the federal government to increase funding for health promotion, disease prevention, early diagnosis and management of chronic conditions.

**THEREFORE BE IT RESOLVED**, that the NAACP will advocate for comprehensive reform in medical education to include diverse representations of skin conditions across all skin colors and tones, helping to ensure that future healthcare professionals are adequately trained to diagnose and treat melanoma in Black individuals.

**BE IT FURTHER RESOLVED**, that the NAACP will call on healthcare institutions to implement continuing education programs focused on reducing racial disparities in skin cancer diagnosis and treatment, emphasizing the importance of early detection and culturally competent care for Black men, in particular.

**BE IT FURTHER RESOLVED**, that the NAACP will urge medical textbook publishers, accreditation bodies, and healthcare institutions to collaborate in integrating images and case studies that reflect the diversity of patients, particularly focusing on skin conditions in darker skin

colors and tones to bridge the gap in medical education and improve health outcomes for Black men.

**BE IT FINALLY RESOLVED**, that the NAACP will commit to raising awareness about the risks of melanoma in Black men, advocating for equitable access to dermatological care, and supporting research initiatives aimed at understanding and addressing the factors contributing to the misdiagnosis and delayed treatment of melanoma in this population, and will emphasize the need for systemic changes in medical education and healthcare practices to ensure accurate diagnoses and equitable treatment for melanoma in Black men, supported by findings from ConsumerSafety.org and The Skin Cancer Foundation.

**3. *Protecting and Advancing Diversity, Equity, Inclusion and Justice in Health, Healthcare and Medical Education to Save Black Lives***

**WHEREAS**, Health equity is best defined as the assurance of the conditions for optimal health for all people as described by Dr. Camara Jones, noted physician scientist and change agent; and

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) recognizes that health and healthcare inequities have historically and disproportionately impacted the Black community, leading to lower life expectancy, poorer health outcomes and reduced access to care. Specifically, Black people experience and die from preventable and treatable causes of sickness and disease at higher rates, which is rooted in racism, other forms of discrimination, and structural barriers; and

**WHEREAS**, Racism is a system of structuring opportunity whereby one group is born with unfair privileges and advantages and another group is born with unfair disadvantages based on the social construct of race which saps the strength of society as whole;<sup>1</sup> and

**WHEREAS**, The Journal of Law and Medical Ethics defines health justice as a community led movement for power building and transformational change to eliminate health disparity. It focuses on recognizing and building communities to create and sustain conditions that support health and justice through legislation and action; and

**WHEREAS**, It is understood that racism is a public health crisis which operates across systems and sectors, within institutions and organizations, interpersonally, and on an individual level; and

**WHEREAS**, The published literature demonstrates that barriers to health and wellbeing drive disparities in health and healthcare at multiple levels including: (1) differences in life opportunities and exposures; (2) differences in access to care; and (3) differences in the quality of care received which exacerbate both the health and wealth gaps experienced by the Black population;<sup>2</sup> and

**WHEREAS**, There are system-wide examples of how racism impacts patient care and outcomes, in particular, there is clear evidence, for example, of its impact on minimizing the pain of Black people,<sup>3</sup> the care pediatric and adult Black patients receive in emergency departments,<sup>4</sup> and the

use of race-based clinical algorithms that have negatively impacted Black patients in the evaluation of kidney and lung function and on organ transplant lists;<sup>5,6</sup> and

**WHEREAS**, It is understood that combatting these disparities and disrupting and redesigning the systems that resulted in such inequalities will require more diverse, inclusive, and equitable solution-makers and innovators at the policy, practice, and leadership tables, especially as they pertain to the health ecosystem; and

**WHEREAS**, Only 5.7%<sup>7</sup> of active physicians in the U.S. are Black or African American, and it is known that when Black patients are cared for by Black providers, it leads to higher patient satisfaction, improves follow-through on medical recommendations, and encourages people to share more accurate medical histories with their physicians and to receive the necessary preventive care;<sup>3</sup> and

**WHEREAS**, A recent study<sup>8</sup> showed significant improvement in the mortality rate for Black newborns when treated by Black doctors, another study<sup>9</sup> revealed lower all-cause mortality and decreased disparities in mortality rates between Black and white residents in counties where there are more Black doctors—even if there is only one Black doctor in the county, life expectancy for the Black population improved; and

**WHEREAS**, The aim of diversity, equity, inclusion, and belonging (DEIB) efforts across the health ecosystem is to achieve health equity and eliminate disparities, to grow the pipeline, promotion and retention of Black and diverse physicians and clinical providers, including medical and clinical students and trainees, to advance the understanding of racism and other forms of discrimination and their impacts on care and Black health outcomes and other historically marginalized groups, and to elevate the human experience in care, the NAACP continues to advocate firmly for DEIB in health care and society at large.

**THEREFORE, BE IT RESOLVED** that the NAACP calls for comprehensive DEIB efforts in health, healthcare and medical education driven by the most recently available data of Black/African Americans to *save and protect* Black lives and those of other historically disadvantaged populations and communities of color, to *achieve* culturally responsive and fluent health care systems, to *drive* health equity, and advance racial justice.

**BE IT FURTHER RESOLVED** that the NAACP opposes the EDUCATE Act which aims to dismantle and ban DEI in medical education; it would amend the Higher Education Act of 1965 to prohibit graduate medical schools from receiving federal funding, including student loans, if they adopt policies and requirements relating to diversity, equity, and inclusion.

**BE IT FURTHER RESOLVED** that the NAACP will advocate for DEIB actions across the health ecosystem to be charged with tackling and eliminating Black patients' experiences of racism in healthcare; Black healthcare staff's experiences of racism; assessing healthcare staff's racial attitudes and beliefs; understanding and solutioning around the effects of racism in healthcare on various treatment choices; creating safe and inclusive spaces and opportunities for healthcare staff's reflections on racism in healthcare; and organizational responsibility to provide antiracist training in healthcare.

**BE IT FURTHER RESOLVED** that the NAACP will work with healthcare providers, organizations and societies, policymakers, agencies, and community members to promote DEIB and to elevate the human experience in care to help cultivate shared humanity, empathy, more inclusive communication and language, health literacy, self and collective efficacy, value-based care strategies, and whole person-centered, safe, and high-quality care.

**BE IT FINALLY RESOLVED** that the NAACP commits to raising awareness and fostering accountability around the power of DEIB to improve patient care, patient outcomes, the patient and human experience (i.e., provider performance and employee retention), patient and provider communication and shared decision-making.

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**4. *Promoting Obesity Prevention and Equitable Access to the Environmental, Clinical and Policy Interventions to Achieve Healthy Weight and Manage Chronic Health Conditions***

**WHEREAS**, Obesity presents ongoing challenges to the health of the nation and is a common, serious, and costly disease, the Black American population is disproportionately impacted by obesity and associated chronic conditions such as heart disease, stroke, type 2 diabetes, and certain cancers; and

**WHEREAS**, Nearly seventy-four percent (73.6%) of the United States (US) population ages 20 and older are overweight, including nearly forty-two percent (41.9%) who have obesity according to the Centers for Disease Control and Prevention (CDC); and

**WHEREAS**, Black adults have the highest age-adjusted prevalence of obesity (49.9%), followed by Hispanic adults (45.6%), White adults (41.4%), and Asian adults (16%) according to the most recent CDC data; and

**WHEREAS**, The prevalence of obesity among all children is approximately twenty percent (19.7%), almost thirteen percent (12.7%) of children ages 2-5 years have obesity; nearly 21 percent (20.7%) of children ages 6-11 years have obesity; and twenty-two percent (22.2%) of children ages 12-19 years have obesity according to the CDC; and

**WHEREAS**, Childhood obesity in the US puts children and adolescents at risk for poor health, children from certain communities bear the brunt of this burden; obesity prevalence among Hispanic children is 26.2%; among Black children is 24.8%; among white children is 16.6%; and among Asian children is 9.0% according to the CDC; and

**WHEREAS**, Overweight and obesity are a serious public health issue which increase the risk of all-cause mortality, high blood pressure, high LDL cholesterol, type 2 diabetes, heart disease, stroke, asthma, sleep apnea, arthritis and joint problems, mental health conditions, and certain cancers, among other health conditions; and

**WHEREAS**, Obesity has important economic implications; the CDC reports the medical cost of obesity as roughly \$173 billion annually, in addition to lost productivity costs. Medical costs for adults with obesity is \$1,861 higher than medical costs for people with healthy weight; and

**WHEREAS**, Obesity is a complex social and medical disease due to multiple factors including behavior, environment, and genetic factors which cause people to be overweight and obese; and

**WHEREAS**, Fewer than 1 in 10 children and adults eat the recommended daily amount of vegetables; fewer than 1 in 4 youth get enough physical activity; and only 1 in 4 adults meet physical activity guidelines, according to the CDC; and

**WHEREAS**, More than half of Americans do not live within half a mile of a park, and forty percent (40%) of all US households do not live within 1 mile of healthier food stores, according to the CDC; specifically, one in five Black Americans report living in a food desert with fewer grocery stores that sell fresh and affordable foods in an Ipsos research panel; also, recent research by the Center for American Progress found that communities of color are almost three times more likely to live in “nature-deprived” areas defined as those that have less or no access to parks, paths, and green spaces; and

**WHEREAS**, Researchers at University California, Davis sampled 102 stores in Northern California including chains (i.e., dollar stores, drugstores, specialty food stores, supermarkets, and mass merchandisers) as well as independent supermarkets and grocers in a 2023 study, they found options at checkout consist of candy (31%), sugar-sweetened beverages (11%), salty snacks (9%) and sweets (6%); whereas, water represented 3% of food and beverage options, followed by nuts and seeds (2%), fruits and vegetables (1%), legumes (0.1%) and milk (0.02%); and

**WHEREAS**, The primary tools to prevent and manage overweight and obesity include interventions such as diet, physical activity, sleep, and clinical/medical tools such as lifestyle counseling, nutrition consultation, weight loss medications, and surgical treatments; and

**WHEREAS**, The barriers to access of the latest anti-obesity medications include access to care, access to health insurance, and out-of-pocket costs; in 2021, forty percent (40%) of patients insured through Medicaid had obesity, but only about 1 in 5 state Medicaid programs covered at least one such drug through the first quarter of 2023 in a report published by Liu and Rome (2024); and while Medicare can only cover these prescription medications, if the weight loss drug is also approved for another clinical condition such as heart disease; and

**WHEREAS**, Epic research data show lower prescribing rates for Black patients for an anti-obesity medication despite having a higher prevalence of both obesity and diabetes than their white peers—who are up to four times more likely to receive the prescription; similar prescribing disparities have been found in other research that compares white patients and Hispanic/Latino patients.

**THEREFORE, BE IT RESOLVED** that the NAACP calls upon state and federal governments to provide equitable and inclusive access to all anti-obesity tools and medications and community-level interventions to prevent overweight and obesity, promote healthy weight, and manage obesity-related chronic illnesses.

**BE IT FURTHER RESOLVED** that the NAACP advocates for states and the federal government through Medicaid and Medicare, respectively, to expand access to care, and to cover and negotiate lower prices for medications which treat conditions which disproportionately impact the Black population and communities of color, specifically obesity.

**BE IT FURTHER RESOLVED** that the NAACP strongly supports a healthy option at checkout policy be adopted by retail stores and as part of local ordinances; this policy would ensure that healthy food options are provided in at least one (1) checkout aisle at a retailer; this aisle would require retail stores to replace sugar-sweetened beverages and food items with more than 5 grams of added sugars or 200 mg of sodium per serving with healthier options.

**BE IT FURTHER RESOLVED** that the NAACP calls on state and local governments to ensure that Black, Latino, and Native and Indigenous communities of color who have higher prevalence rates of obesity have robust access to safe and clean physical activity promoting spaces in their neighborhoods, as well as equitable access to high quality, fresh and affordable healthy foods.

**BE IT FINALLY RESOLVED** that the NAACP commits to combatting the stigma associated with overweight and obesity through a health in all policies approach and to raising awareness to both the multiple factors that cause overweight and obesity and the comprehensive solutions that promote healthy weight and may prevent and manage overweight and obesity and associated chronic conditions across the lifespan.

## **5. *Supporting Families Impacted by Autism Spectrum Disorder (ASD)***

**WHEREAS**, The prevalence of Autism Spectrum Disorder (ASD) has increased significantly over the past two decades, an estimated 1 in 36 children and 1 in 44 adults in the U.S. have autism according to the latest data from the Centers for Disease Control and Prevention (CDC). Boys are nearly 4 times more likely to be diagnosed with ASD than girls; the prevalence of autism is somewhat higher in Black (2.9%), Hispanic (3.2%), and Asian or Pacific Islander (3.3%) children compared with white children (2.4%), which is thought to be due to an increase in screening, awareness, and access to services in communities of color; and

**WHEREAS**, ASD is defined by the CDC as “a developmental disability caused by differences in the brain. Some people with ASD have a known difference, such as a genetic condition. Other causes are not yet known.” Given what is unknown, scientists have called for more research to learn what causes autism and the most effective treatment options; and

**WHEREAS**, The literature shows that raising a child with autism has whole-person and family-wide impacts, the lifetime financial costs range from \$1.4 million to \$2.4 million depending on whether the child has an accompanying intellectual disability; and

**WHEREAS**, Families of children with ASD face significant difficulties accessing services compared to families with other health care needs, it often requires parents to reduce work hours or stop working entirely, making it harder to afford necessary services for their children with ASD. While family participation is crucial in ASD treatments, family participation challenges

include obtaining childcare, which can impact parents' work decisions, and facing disruptions in professional services and support for their children; and

**WHEREAS**, Many states have a program for people with developmental disabilities called a Medicaid Waiver (also known as 1915(c) Home and Community Based Services), the benefits provided by the waivers may vary by state and typically cover the costs of medical treatments, respite care, transportation, in-home support, among others. While waiver criteria and availability vary from state to state, in some states, children are not required to meet eligibility criteria for Medicaid to qualify for a waiver.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) advocates for more federally- and industry-funded research inclusive of people of color to advance the understanding of ASD, including its causes, appropriate screening and diagnostic tools, and the most effective treatment options to manage core symptoms and to promote the total wellbeing of people with autism.

**BE IT FINALLY RESOLVED**, that the NAACP supports more widespread financial and service provision programs (i.e., free and subsidized care) for people with ASD funded through state- and local-based opportunities, grants, SSI, and Medicaid waivers for families across the socioeconomic spectrum.

## **6. *NAACP Strongly Calls for the Declaration of Cancer in the Black Community as a Public Health Crisis***

**WHEREAS**, In 2020, there were 47.9 million Americans who identified as Black or African American, accounting for 14.4% of the total United States (US) population and the third largest racial/ethnic group following white and Hispanic; and

**WHEREAS**, According to the Center for Disease Control and Prevention (CDC) Black and African American people have higher rates of getting and dying from many kinds of cancer:

- Black people have the highest death rate for cancer overall
- Black people have a lower overall 5-year cancer survival rate than white people
- Black people are more likely than white people to be diagnosed with female breast, lung, and colorectal cancers at a late stage

**WHEREAS**, The CDC asserts many cancers can be prevented by eliminating tobacco smoke, keeping a healthy weight, eating a diet high in fiber and nutritious foods, staying physically active, drinking little or no alcohol, and getting the HPV (Human Papillomavirus) vaccination on time can lower the risk of getting cancer; and

**WHEREAS**, The public health literature affirms that screening tests can prevent some cancers or find them early, when treatment works best; and

**WHEREAS**, Breast cancer is the most commonly diagnosed cancer among Black women, Black women have a 4% lower incidence rate of breast cancer than white women but a 40% higher breast cancer death rate according to the American Cancer Society; As reported in a 2021 study published in Cancer Medicine, Black women are almost three times more likely to be diagnosed with triple-negative breast cancer (TNBC). Women with TNBC generally have poorer outcomes because of few effective treatments and Black women are about 30% more likely to die from these tumors than white women, partly because of lesser rates of surgery and chemotherapy; and

**WHEREAS**, breast cancer in men is rare, American Cancer Society researchers found in a recent study that Black men have a 52% higher breast cancer incidence rate than white men, and specifically, have two times higher incidence rates of TNBC; and

**WHEREAS**, Lung cancer is the leading cause of cancer death in Black men, and the second-leading cause in Black women, both Black men and women are less likely than white men and women to be diagnosed at an early stage before the cancer has spread and treatment is more likely to be curative, and therefore have lower survival rates, according to the American Lung Association; and

**WHEREAS**, Colorectal cancer is among the top leading causes of cancer and cancer related death in both men and women in the U.S., it disproportionately affects the Black community, where the rates are the highest of any racial/ethnic group in the U.S.; Blacks/AAs are about 20% more likely to get colorectal cancer and about 40% more likely to die from it than most other groups according to the American Cancer Society; and

**WHEREAS**, The public health literature shows that Black men have a 1 in 6 chance of developing prostate cancer in their lifetime; specifically, Black men are 1.7 times more likely to be diagnosed with prostate cancer and 2.1 times more likely to die from it than white men; and

**WHEREAS**, The Biden Administration launched the Cancer Moonshot Initiative with two clear goals: 1) To prevent more than 4 million cancer deaths by 2047 and 2) to improve the experience of people who are touched by cancer, the federal government must take accountable action steps to advance cancer health equity in the Black community, specifically, and to eliminate cancer health disparities by race and ethnicity or Black people will continue to experience dramatic loss of life and morbidity.

**THEREFORE, BE IT RESOLVED** the National Association For the Advancement of Colored People calls upon local, state and federal authorities to declare cancer in the Black/African American community as a public health crisis, and to explore meaningful ways and measures to advance cancer health equity, reduce cancer risks and exposures, and lower cancer incidence and prevalence rates in the Black community by: advocating for efforts that promote health equity, prevent cancer, promote early detection and treatment; enhance supportive care and survivorship programs; eliminate out-of-pocket costs for screenings; and share power with the Black community to establish models such as the ACCOUNTABILITY FOR CANCER THROUGH UNDOING RACISM (ACCURE) that utilize multi-level approaches to reduce disparities in cancer treatment and outcomes and to ensure that the diverse and complex needs of the Black community are comprehensively met.

**BE IT FURTHER RESOLVED**, that the NAACP strongly calls attention to the urgency of this matter and advocates for policies, practices, and procedures at the national, state, and local levels that reduce cancer rates and health disparities.

**BE IT FINALLY RESOLVED**, that the NAACP will work collectively across all levels of the Association to advocate for policies that promote cancer health equity and reduce cancer-related health disparities, including convening on cancer/health equity and dissemination of systems level best practices and policy priorities for cancer prevention, early detection and diagnosis, treatment and management, and supportive care. All units are strongly encouraged to work with their local health systems and partners to address local disparities.

## **7. NAACP Calls for Urgent Efforts to Address Black Maternal and Infant Mortality**

**WHEREAS**, The United States has the highest maternal and infant mortality rates among wealthy nations, and recent research has interrogated the accuracy of deaths attributed to maternal mortality, the sobering fact remains that Black women and birthing people are up to three times more likely to die from pregnancy-related complications than white women, and this elevated risk applies to Black women of all income and education levels according to the Centers for Disease Control and Prevention (CDC); and

**WHEREAS**, The CDC defines maternal death as the death of a woman during pregnancy or within 42 days of giving birth from any cause related to or made worse by the pregnancy or its management, it is estimated that about 84% of pregnancy-related deaths are preventable if women/birthing people have access to high quality health care. Studies have shown that Black women's biological age (i.e., the age of their cells and tissue and not their chronological age which is due to the number of years lived) can be up to 10 years older than that of their white counterparts, likely due to chronic stress and weathering caused by racism and sexism. And

adding those 10 years is a significant risk factor because the risk of maternal death increases significantly with age; and

**WHEREAS**, Heart disease and stroke are believed to be among the leading causes of maternal mortality and morbidity, and specifically cardiomyopathy is the most common cause of death one week to a year after delivery; however, these risk factors alone do not fully account for the racial gap in the outcome; and

**WHEREAS**, Infants in the United States have a 76% higher risk of death compared with infants in other wealthy nations, and the mortality rate for Black infants is three times higher than for white infants (10.4 vs. 4.4 per 1,000) and nearly 1.5 times higher than for Pacific Islander babies, the second-highest mortality rate and African American infants are 3.2 times more likely than white infants to die from complications related to low birth weight; and

**WHEREAS**, A growing number of research suggests that stress induced by discrimination plays a significant role in maternal and infant mortality. The impacts of institutional racism and sexism compromise women's health, leading to poorer outcomes for Black/AA women and infants; a fractured and unequal healthcare system and gaps in health care workforce training further aggravate these racial disparities; it is racism- not race- that threatens the lives of AAs/Black women and infants; and

**WHEREAS**, Studies show that even those African American women who initiated prenatal care in the first trimester still had higher rates of infant mortality than non-Hispanic white women with late or no prenatal care. Once African American women accessed prenatal care, it tended to be of lower quality, and the women experienced more complications; and

**WHEREAS**, Studies also focus on smoking, substance use disorder and obesity as drivers of maternal morbidity and mortality, numerous studies show that African American women are less likely to report smoking cigarettes versus non-Hispanic white women and are no more likely to use alcohol during their pregnancy; and

**WHEREAS**, Studies also show that African American women receive lower quality health care generally, resulting in higher risk for mortality, which contributes to racial disparities in pregnancy-related factors such as hypertension, anemia, gestational diabetes, obesity, and other conditions such as heart disease, HIV, AIDS, and cancer and African American infants receive lower quality care than non-Hispanic white infants within the same neonatal ICU. Studies also suggest inadequate bias training among healthcare workers, including reports from mothers that healthcare workers did not take their pain seriously, consistent with earlier findings that found pain in African American patients is often undertreated; and

**WHEREAS**, The 2019 Resolution introduced and passed at the National Convention addressed “Discriminatory Medical Practices Lead to High Maternal Death Rates Among African American Women,” and the 2021 and 2022 Resolutions introduced and passed at the National Convention addressed “Improving Equitable Birth and Maternal Health Outcomes for Black Families” with a call for advocacy, passage, and full funding of the Momnibus Act of 2021, this Resolution specifically addresses the urgency of the matter and a **STRONG CALL** from the National Association for the Advancement of Colored People (NAACP).

**THEREFORE, BE IT RESOLVED**, the NAACP calls to increase funding and development of diverse and inclusive collaborative focused on these issues, such as the Alliance for Innovation on Maternal Health, to share best practices in maternal and child health and to elevate the lived experiences of those who have been disproportionately impacted to drive equitable solutions.

**BE IT FURTHER RESOLVED**, that the NAACP will strongly encourage federal, state and local leaders to conduct comprehensive data collection on maternal deaths and complications with data disaggregated by race, geography, and socioeconomic status; produce data sets that include information on social and emotional risk factors for women and infants of color; conduct better assessments and analysis on the impact of implicit bias, racism and toxic stress on pregnancy-related outcomes for women and infants of color; conduct research to identify best practices and effective interventions for improving the quality and safety of maternal care before and during pregnancy; support research that aims to better understand maternal risk factors centering the lived experiences of African American women and the effects of those experiences on pregnancy-related outcomes; examine meaningful ways and measures to advance health equity during pregnancy and postpartum in Black women.

**BE IT FINALLY RESOLVED**, that the NAACP acknowledges the urgency of this matter and will continue to advocate for and promote policies and programs that reduce maternal and infant mortality and related health disparities; also, all units are strongly encouraged to work with their state and local health systems and partners to address maternal and child health disparities.

## **8. *Support for Affordable Healthcare for African American Senior Citizens***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) recognize the importance of healthcare access and affordability for all Americans, including African American senior citizens; and

**WHEREAS**, African American senior citizens face unique healthcare challenges due to disparities in access, quality, and affordability; and

**WHEREAS**, The NAACP acknowledges that affordable healthcare is essential for maintaining the well-being and dignity of African American senior citizens, ensuring their continued access to necessary medical services and treatments; and

**WHEREAS**, African American senior citizens often experience higher rates of chronic diseases, such as diabetes, hypertension, and cardiovascular diseases, requiring ongoing medical care and prescription medications; and

**WHEREAS**, The NAACP recognizes that the rising costs of healthcare and prescription drugs disproportionately affect African American senior citizens, leading to financial strain and potential barriers to necessary treatments; and

**WHEREAS**, the NAACP is committed to advocating for policies and initiatives that address healthcare disparities and promote equitable access to affordable healthcare for African American senior citizens.

**THEREFORE BE IT RESOLVED**, that the NAACP urges federal, state, and local governments to enact and support legislation that promotes affordable healthcare options specifically tailored to the needs of African American senior citizens.

**BE IT FURTHER RESOLVED**, that the NAACP calls upon healthcare providers, insurers, and pharmaceutical companies to address and reduce the cost of healthcare services and prescription medications for African American senior citizens.

**BE IT FURTHER RESOLVED**, that the NAACP encourages community organizations, faith-based institutions, and social service agencies to collaborate and develop programs that provide education, outreach, and resources to African American senior citizens regarding healthcare access, preventive care, and disease management.

**BE IT FURTHER RESOLVED**, that the NAACP will actively engage with policymakers, community leaders, and stakeholders to advocate for policies and programs that improve healthcare affordability, accessibility, and quality for African American senior citizens.

**BE IT FINALLY RESOLVED**, that the NAACP will work in partnership with other organizations, governmental agencies, and coalitions dedicated to addressing healthcare disparities and advancing the rights and well-being of African American senior citizens.

## **9. Supporting Cancer Survivors and Survivorship Programs**

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) is committed to promoting health equity and advocating for the well-being of individuals from marginalized and historically underserved communities; and

**WHEREAS**, Cancer remains a significant public health challenge in the United States, with millions of individuals diagnosed each year and millions more living as cancer survivors; and

**WHEREAS**, Supportive care as part of cancer care is defined as the management of cancer's adverse effects and its treatment, from diagnosis to post-treatment care. It includes the prevention and management of physical and psychological symptoms and side effects, and aims to improve the quality of survivorship, rehabilitation, and end-of-life care; and

**WHEREAS**, Cancer survivors face unique physical, emotional, and psychosocial challenges resulting from their cancer diagnosis and treatment, including long-term side effects, financial burdens, mental health concerns, and fear of recurrence; and

**WHEREAS**, Cancer survivorship programs play a crucial role in supporting the holistic needs of cancer survivors, providing education, resources, counseling, and peer support to help survivors navigate the challenges of life after cancer; and

**WHEREAS**, Disparities in access to cancer care and survivorship support services persist, disproportionately affecting individuals from communities of color, who may face barriers such as limited access to healthcare, language barriers, cultural stigma, and socioeconomic challenges; and

**WHEREAS**, Addressing the needs of cancer survivors and promoting health equity requires a comprehensive approach that addresses the social determinants of health, promotes culturally competent care, and ensures equitable access to survivorship programs and support services.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) affirms its support for comprehensive supportive cancer care, cancer survivors, and survivorship programs and calls upon policymakers, healthcare providers, community organizations, and stakeholders at all levels to prioritize the needs of cancer survivors, particularly those from communities of color.

**BE IT FURTHER RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) advocates for equitable access to supportive care and survivorship programs, specifically for historically excluded and marginalized populations through the following actions:

- **Advocate for Increased Funding:** Necessary funding for supportive care and survivorship programs at the federal, state, and local levels to support the development, implementation, and expansion of supportive care and cancer survivorship programs with a focus on reaching underserved communities.
- **Promote Culturally Competent Care:** Encourage healthcare providers and survivorship programs to provide culturally competent care that addresses the unique needs, beliefs, values, and preferences of cancer survivors from diverse racial, ethnic, and cultural backgrounds.
- **Enhance Access to Survivorship Services:** Advocate for policies and programs that improve access to survivorship services, including survivorship care plans, survivorship clinics, survivorship navigation services, psychosocial support, and survivorship research opportunities.
- **Address Financial Barriers:** Advocate for policies to address the financial burdens faced by cancer survivors, including out-of-pocket costs for medical care, prescription drugs, supportive care services, and lost income due to cancer-related disability or caregiving responsibilities.
- **Support Survivorship Research:** Advocate for increased funding for survivorship research to better understand the long-term effects of cancer treatment, identify disparities in survivorship outcomes, and develop interventions to improve the quality of life for cancer survivors.
- **Raise Awareness and Reduce Stigma:** Promote public awareness campaigns to raise awareness about the needs of cancer survivors, reduce stigma associated with cancer survivorship, and encourage open dialogue about survivorship issues within communities of color.
- **Foster Collaboration and Partnerships:** Encourage collaboration among healthcare providers, survivorship programs, community organizations, faith-based institutions, and other stakeholders to coordinate efforts, share resources, and promote survivorship initiatives that meet the needs of diverse communities.

**BE IT FINALLY RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) will continue to advocate for policies and programs that promote health equity, support cancer survivors, and improve access to survivorship programs for all individuals, regardless of race, ethnicity, socioeconomic status, or geographic location.

## **10. *Urging Implementation of Mental Health Crisis Response Units in Law Enforcement***

**WHEREAS**, Across the United States, an increasing number of police encounters with mentally ill individuals have resulted in fatalities, with most victims being people of color; and

**WHEREAS**, According to statistics from the Mapping Police Violence project, Black people are killed by police officers three times more than white people, while fatal police shootings of persons with untreated mental illnesses highlight the interrelated problems experienced by racial minorities and mental health disparities in affected communities; and

**WHEREAS**, In another research study published in *The Lancet Psychiatry*, individuals with mental health issues were found to be at a higher risk for being killed during interactions with law enforcement compared to other civilian populations that come into contact with police. This then calls for alternative approaches for handling mental health crises within law enforcement agencies; and

**WHEREAS**, Alliances between police departments, mental health professionals, community associations, and advocates are known to enhance outcomes in cases of crisis involving mentally disturbed persons, thereby indicating the requirement for comprehensive and coordinated responses across the nation; and

**WHEREAS**, The City of Denver, Colorado, has successfully implemented the Support Team Assisted Response (STAR) program, resulting in a 36% reduction in arrests and a 42% reduction in use-of-force incidents compared to traditional police responses, according to data from the Denver Department of Public Safety.

**THEREFORE BE IT RESOLVED**, that the NAACP calls upon federal, state and local governments to prioritize the establishment and implementation of specialized mental health units or crisis intervention teams within their departments to respond to situations involving individuals experiencing mental health crises, with a particular focus on addressing the needs of communities of color disproportionately affected by police violence.

**BE IT FINALLY RESOLVED**, that the NAACP urges federal, state, and local governments to allocate adequate funding and resources to support the training, staffing, and ongoing operations of these mental health units within law enforcement agencies, recognizing the importance of investing in alternative approaches to public safety that prioritize de-escalation, crisis intervention, and access to mental health care for all residents.

# HOUSING

## 1. *Rental Assistance and Advancing Innovative Underwriting Practices*

**WHEREAS**, Based on a 2023 article from Source NM, the United States is facing a growing housing affordability crisis, with millions struggling to afford safe and stable housing, exacerbated by stagnant wages and rising housing costs; and

**WHEREAS**, Rental assistance programs play a crucial role in preventing homelessness and providing support to low-income households, yet access to these programs remains limited, with only a fraction of eligible households receiving assistance due to funding constraints and administrative barriers; and

**WHEREAS**, The Joint Center for Housing Studies of Harvard University states, “marginalized communities, including Black, Indigenous, and people of color, are disproportionately impacted by the lack of affordable housing and face higher rates of housing cost burden, eviction, and homelessness compared to their white counterparts;” and

**WHEREAS**, Traditional underwriting practices for rental housing often rely on narrow criteria such as credit scores and income thresholds, which can perpetuate systemic inequalities and exclude marginalized individuals and communities from accessing housing opportunities; and

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) call for innovation within underwriting practices and the removal of credit score rating from the underwriting process, therefore considering alternative data sources and assessing rental payment history, holds the potential to expand access to affordable housing for underserved populations and promote greater equity in the rental market.

**THEREFORE, BE IT RESOLVED**, that the NAACP demands policymakers prioritize the expansion of rental assistance programs and the allocation of sufficient funding to ensure that all eligible households have access to affordable housing and support services.

**BE IT FURTHER RESOLVED**, that the NAACP demands housing agencies and stakeholders collaborate to develop and implement innovative underwriting practices that promote fair and inclusive access to rental housing including encouraging HUD to set a cap on the percentage landlords can increase rent rates, mandate that all states landlords must accept Section 8 housing vouchers.

**BE IT FURTHER RESOLVED**, that the NAACP demands research and data collection efforts be increased to document disparities in housing affordability and rental assistance access.

**BE IT FURTHER RESOLVED**, that the NAACP calls for student debt loan obligations to be removed from debt-to-income ratios which serve as a significant barrier for millions of Americans seeking home ownership.

**BE IT FINALLY RESOLVED**, the NAACP calls that drastic action be taken to address systemic barriers to housing access and affordability, including discriminatory practices in the rental market and the legacy of housing segregation, through targeted policies, investments, and community partnerships aimed at advancing housing equity and social justice for all.

## INTERNATIONAL AFFAIRS

### 1. *Humanitarian Resources for Haiti*

**WHEREAS**, On 1, January 1804 the Haitian Declaration of Independence marked the end of a 13-year long Haitian Revolution and the beginning of the first independent Black nation in the Western Hemisphere; and

**WHEREAS**, Recent corruption has been a severe and widespread problem in all levels of the government in Haiti; and

**WHEREAS**, The United Nations (UN) rated Haiti as the world's fourth most corrupt and dangerous country; and

**WHEREAS**, Experts in public administration, say government corruption is ingrained in Haitian politics because of a lack of judicial integrity in the country; and

**WHEREAS**, Haiti is currently suffering from widespread gang warfare, kidnappings, murders of anyone opposed to the civil unrest that includes a massive prison breakout in 2024 and high levels of sexual violence; and

**WHEREAS**, Until 2005, rape was not legally considered a serious crime and a rapist could avoid jail by marrying their victims; and

**WHEREAS**, Reporting a rape to police in Haiti is a difficult and convoluted process that contributes to the underreporting and difficulty in obtaining accurate statistics about sexual violence; and

**WHEREAS**, Sexual violence in Haiti is common because being raped is considered shameful in Haitian society. Victims find themselves abandoned by loved ones and have reduced marriageability; and

**WHEREAS**, In 2006, the UN reported half of the women living in the capital city Port-au-Prince had been raped.

**THEREFORE, BE IT RESOLVED**, the National Association for the Advancement of Colored People (NAACP) will advocate for multi-national peacekeeping forces be sent to Haiti to enforce civil unrest laws to protect the citizens, as well as government officials from these roving gangs.

**BE IT FURTHER RESOLVED** the NAACP demands that the United States government prioritize health funding for resources, healthcare workers, caregivers, social workers and counselors to address the trauma of the sexual assaults.

**BE IT FURTHER RESOLVED;** .

the NAACP reaffirms its 2022 and 2003 resolutions calling for humanitarian aid to Haiti.

**BE IT FINALLY RESOLVED**, that the NAACP should develop a coordinated effort to reboot the U.S. policy approach to Haiti. The approach would urge dialog with civil society in Haiti in the Haitian Diaspora, particularly with the National Haitian American Elected Officials Network.

## LABOR

### 1. *Ensuring a Civil and Human Rights Framework for the World Cup 2026 Games*

**WHEREAS**, The FIFA World Cup, often simply called the World Cup, is an international association football (soccer) competition among the senior men's national teams of the members of the Fédération Internationale de Football Association (FIFA), the sport's global governing body. The tournament has been held every four years since the inaugural tournament in 1930, with the exception of 1942 and 1946 due to the Second World War; and

**WHEREAS**, The World Cup is the most prestigious association football (soccer) tournament in the world, as well as the most widely viewed and followed single sporting event in the world. The viewership of the 2018 World Cup was estimated to be 3.57 billion, close to half of the global population, while the engagement with the 2022 World Cup was estimated to be 5 billion, with about 1.5 billion people watching the final match; and

**WHEREAS**, FIFA’s leadership has a history of siding with host countries who devalue human and civil rights. In 2013, then-FIFA secretary general Jérôme Valcke gave a press conference in which he clarified FIFA’s strategy for choosing World Cup hosts: “I will say something which is crazy, but less democracy is sometimes better for organizing a World Cup. ...When you have a very strong head of state who can decide, as maybe Putin can do in 2018...that is easier for us organizers.” Mr. Valcke was later convicted in Switzerland of corruption, but the global soccer governing body’s apparent preference for working with autocrats remains and is on full display, when the backing of FIFA president Gianni Infantino effectively delivered the 2034 Men’s World Cup to Saudi Arabia; and

**WHEREAS**, The United States, Canada and Mexico will host the first 48-team edition of the FIFA World Cup in 2026 — 104 matches will be held in tournament and is the biggest knockout tournament in soccer history. The competition will be staged across 16 stadiums, with the U.S. cities New York, Dallas, Miami, Kansas City, Houston, Atlanta, Los Angeles, Philadelphia, Seattle, San Francisco and Boston being joined by Mexican venues Mexico City, Monterrey and Guadalajara, alongside Canadian cities Vancouver and Toronto; and

**WHEREAS**, The abuses related to previous world Cup host countries such as the 2022 World Cup held in the country of Qatar should serve to remind sporting bodies that human rights must always be at the heart of decisions when awarding events and must urge soccer’s governing body FIFA to learn from its past mistakes; and

**WHEREAS**, In 2016, FIFA embraced the United Nations Guiding Principles on Business and Human Rights and hired human rights staff. In 2017, FIFA published a new Human Rights Policy promising protection across its global operations. FIFA set up important new human rights bid requirements for the 2026 World Cup in the U.S., Mexico, and Canada, claiming “human rights commitments are binding on all FIFA bodies and officials; and

**WHEREAS**, Recently FIFA and its leadership have been on a trajectory to roll back the human and civil rights requirements set for the North America games in 2026 as contracts and agreements get set in places across the 16 host cities. This race to bottom of standards will be detrimental to race relations, an inclusive economy, workers’ rights, public safety, and other community considerations essential to ensuring the games align with an inclusive democracy.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) will advocate to local, state and federal agencies for the full and complete implementation of the FIFA World Cup 2026 Host City Human Rights Framework (“the Framework”). The framework is a central planning document developed by FIFA to guide FWC 2026 Host City Committees, the local committees appointed by each Host City to organize and deliver FWC2026 locally in their human rights preparations and programming.

**BE IT FURTHER RESOLVED**, that the NAACP will engage and advocate with federal, state and local agencies and officials to promote a comprehensive set of racial equity standards that are connected to the following three tracks:

1. Inclusion and Safeguarding
2. Worker’s Rights

### 3. Access to Remedy

**BE IT FINALLY RESOLVED**, that the NAACP will work with partners and allies to continue to build, refine, and promote a scalable and portable human and civil rights framework that can be applied to future major sporting events.

## **2. *Ensuring a Civil and Human Rights Framework for the World Cup 2024 Games***

**WHEREAS**, Each year, the United States pays out billions in taxpayer dollars to private companies for goods and services, much of which is used to pay the salaries of millions of workers. Taken together, companies that receive government contracts employ a large percentage of the American workforce and serves as an economic driver within our communities. The government has a duty, both to taxpayers and to the public, to get the best possible value in these contracts; and

**WHEREAS**, U.S. government contractors and subcontractors must not only operate within the constraints of standard employment statutes, but also follow the law under an additional layer of scrutiny. Contractors and subcontractors are required to maintain compliance with regulations specific to winning and keeping government contracts, including:

- Laws administered by the Office of Federal Contract Compliance Programs (OFCCP)
- Standards to meet the requirements of prevailing wage laws, including the Service Contract Act (SCA) and the Davis-Bacon Act (DBA)
- Employment requirements related to International Traffic in Arms Regulations (ITAR)/Export Administration Regulation (EAR) and other security clearance issues; and

**WHEREAS**, Just like employers in certain industries, government contractors have specific employment laws they must follow to maintain compliance. There are several nuanced laws in the U.S. that establish a framework of fair and inclusive labor standards for workers who are employed under Government contracts and sub-contracts. The primary framework of protections are established and maintained because of the following:

- The **Davis-Bacon and Related Acts (DBRA)** require payment of prevailing wages to laborers and mechanics employed on federal and federally-assisted construction projects.
- The **McNamara-O'Hara Service Contract Act** requires payment of prevailing wage rates and fringe benefits to service employees employed on contracts to provide services to the federal government.
- The **Contract Work Hours and Safety Standards Act (CWHSSA)** requires contractors and subcontractors on federal contracts to pay laborers and mechanics at least one and one-half times their basic rate of pay for all hours worked over 40 in a workweek. This Act also prohibits unsanitary, hazardous, or dangerous working conditions in the construction industry on federal and federally financed and assisted projects.

- The **Copeland "Anti-Kickback" Act** prohibits a contractor or subcontractor from inducing an employee to give up any part of his/her compensation to which he/she is entitled under his/her contract of employment and requires them to submit a weekly statement of the wages paid each employee performing covered work during the preceding payroll period.
- The **Walsh-Healey Public Contracts Act** requires payment of minimum wage rates and overtime pay on federal contracts to manufacture or furnish materials, supplies, or equipment; and

**WHEREAS**, Federal contractors also have specific obligations regarding nondiscrimination under Executive Order 11246 which bars most federal contractors from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity, and national origin. The executive order also requires federal contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment including requiring employers with federal contracts of at least \$50,000 (and at least 50 employees) to bolster the number of women and minorities in the workplace. That includes a formal action plan, recordkeeping and data collection. Lastly, it prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse actions against job applicants and employees for discussing their pay or the pay of their co-workers; and

**WHEREAS**, Paid sick leave for federal contractors was initially installed as an executive order in 2015 and the next year, the U.S. Department of Labor (DOL) published a final rule to implement Executive Order 13706, establishing paid sick Leave for federal contractors. The order requires organizations that have covered contracts with the federal government to provide covered employees with up to seven days of paid sick leave annually, including paid leave allowing for family care; and

**WHEREAS**, Federal law is intended to prevent taxpayer dollars from increasing the profits of companies with a record of violating federal law in two ways: by requiring contracting officers to assess a prospective contractor's responsible compliance with federal law prior to awarding a contract, and by allowing agencies to suspend or debar contractors for certain behavior, including violations of federal law, in order to protect the integrity of taxpayer dollars; and

**WHEREAS**, Numerous government studies have found that federal contractors are frequently among the worst violators of federal workplace laws but face few consequences as demonstrated by the following statistics:

- Deep racial divides cut through the workforces of federal contractors, which employ 1 in 5 American workers. Though the employee ranks in these companies have diversified, the top jobs that command the best pay and benefits have not, mirroring the private sector at large. White men dominate the executive ranks, holding 59% of those positions in 2020. They are the only demographic group that holds a higher proportion of top positions than of all other jobs, where 34% are white men.
- According to a 2020 report from the U.S. Government Accountability Office (GAO), federal contractors agreed to pay approximately \$224 million in back wages to workers on federal

service contracts from 2014 to 2019, yet in only 2 percent of cases where the Department of Labor uncovered lawbreaking did it prevent violators from receiving new contracts through debarment.

- Among the 49 contractors that the HELP Committee identified as responsible for the worst violations of federal labor laws, a total of 14 companies—29 percent—had significant performance problems on subsequent government contracts. These findings are based on a review of government records, press accounts, and publicly available court filings and enforcement databases. These performance problems include contractors submitting fraudulent billing statements; falsifying qualifications for contract employees; accruing major cost overruns; and producing defective and sometimes dangerous equipment.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) will prioritize policy advocacy efforts that hold federal, state, and local government contractors and subcontractors responsible for ensuring they do not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability or status as a protected veterans and will advocate to ensure that contractors fulfill their affirmative obligation to remove barriers to equal employment opportunity.

**BE IT FURTHER RESOLVED**, that the NAACP will promote policy and administrative reforms to improve the wages and benefits of contract workers and hold corporations that do business with the federal, state and local governments accountable.

**BE IT FINALLY RESOLVED**, that the NAACP will work with partners, allies, government agencies and divisions to strengthen and enforce all laws that govern contractors and subcontractors relative to ensuring an inclusive and fair labor ecosystem.

### **3. *Ensuring Paid Family and Medical Leave for All Workers***

**WHEREAS**, Black workers continue to face unmet needs for paid leave despite their contributions to the workforce, jeopardizing their economic stability and well-being; and

**WHEREAS**, Throughout the COVID-19 pandemic, one issue that garnered particular attention is how working families' lack of access to comprehensive supports, such as paid family and medical leave, threatens both their short- and long-term economic stability. Much of the public narrative has focused on how the absence of these supports has pushed many out of the workforce in order to fill caregiving gaps for their families or for themselves. What frequently gets lost in this discussion, however, is that many men and women—particularly low-income men and women, single parents, and people of color—simply cannot afford to leave the labor force to address their caregiving needs because their economic contributions are far too important to their families' financial stability; and

**WHEREAS**, While the need for paid leave stretches across race, ethnicity, and gender, more than 80% of Black mothers, who often serve as sole, primary or co-breadwinners for their households, disproportionately bear the burden of caregiving responsibilities and face significant barriers to accessing paid leave benefits. This is a far greater share than that of mothers from

other racial or ethnic groups, demonstrating how vital Black women’s earnings are to their families’ economic security; and

**WHEREAS**, According to the Center for American Progress’ findings, in a given year, approximately 2.9 million leaves are needed by working Black women, but 1.1 million (38%) are not taken. This includes 75,000 leaves needed but not taken for parental leave (21%), 291,000 leaves needed but not taken for caregiving leave (55%), and 721,000 leaves needed but not taken for one’s own health (36%). In a given year, 1.8 million leaves are taken by Black women, but about 42% of those leaves are taken without pay. 55% of parental leaves taken by Black women are unpaid; and

**WHEREAS**, Not receiving pay or only receiving partial pay while on leave can put Black families in precarious economic situations, exacerbating existing disparities. Using a simulation model to estimate wages lost while on leave, research has shown that Black families lose billions each year due to lost wages while on leave. Limitations of the models do not account for lost wages due to unemployment when leave is needed, which would result in even higher estimates of lost wages; and

**WHEREAS**, It is vital that the U.S. adopt national permanent paid leave policies to better support the needs of Black workers —and all workers—and to promote racial, gender, and economic equality.

**THEREFORE BE IT RESOLVED**, that the NAACP will advocate for comprehensive policies that address the immediate, critical caregiving needs of workers by reinstating paid leave provisions and strengthening them by covering all workers regardless of employer size or sector. This includes providing both short- and long-term medical and caregiving leave, expanding maximum allowable leave lengths, increasing the wage replacement rate, expanding the definition of family to include chosen family, and providing employment protections for those who use paid leave.

**BE IT FINALLY RESOLVED**, that the NAACP will advocate for permanent solutions that improve the overall quality of jobs by creating protections that enable workers to take time off for care purposes without the risk of losing their job.

#### **4. *Programs for Youth Workforce Development***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) is dedicated to advancing economic justice and opportunities for all individuals, particularly young people, within our communities; and

**WHEREAS**, Workforce development plays a pivotal role in preparing youth for successful transitions into the labor market, empowering them to achieve economic independence and contribute to the prosperity of our society; and

**WHEREAS**, Disparities in access to quality workforce development programs persist, disproportionately impacting marginalized youth, including those from low-income families, communities of color, and underserved rural areas; and

**WHEREAS**, Investing in comprehensive workforce development initiatives tailored to the needs and aspirations of young people can address systemic inequalities, reduce unemployment rates, and build a skilled and diverse workforce for the future; and

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) recognize the importance of collaborative efforts among government agencies, educational institutions, employers, community organizations, and youth-serving agencies in facilitating effective workforce development strategies.

**THEREFORE, BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) commit to advocating for the following principles and actions to enhance youth workforce development:

- **Equitable Access:** Ensure equitable access to high-quality workforce development programs and services for all youth, regardless of race, ethnicity, socioeconomic status, gender identity, sexual orientation, disability, or geographic location.
- **Comprehensive Programming:** Support the implementation of comprehensive workforce development initiatives that encompass career exploration, skills training, mentorship, internships, apprenticeships, entrepreneurship education, and post-secondary education pathways.
- **Targeted Support:** Prioritize targeted support for youth facing multiple barriers to employment, including those who are system-involved, homeless, LGBTQIA+, English Language learners, and individuals with disabilities, by providing wraparound services, counseling, and case management.
- **Career Pathways:** Expand opportunities for youth to explore diverse career pathways aligned with emerging industries, local labor market demands, and sustainable wage jobs, with a focus on sectors such as technology, healthcare, renewable energy, advanced manufacturing, and the green economy.
- **Employer Engagement:** Foster partnerships with employers to create work-based learning experiences, job shadowing opportunities, paid internships, and apprenticeship programs that provide youth with real-world skills, industry certifications, and professional networks.
- **Entrepreneurship and Innovation:** Promote entrepreneurship education and support for youth-led businesses, social enterprises, and community development projects that foster creativity, innovation, and economic self-sufficiency.
- **Data Collection and Evaluation:** Collect and analyze data on the participation, outcomes, and experiences of youth in workforce development programs to assess effectiveness, identify gaps, and inform continuous improvement efforts.

**BE IT FINALLY RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) commit to collaborating with policymakers, community leaders, educators, employers, youth advocates, and other stakeholders to advance these priorities, advocate for resources, and ensure that youth workforce development remains a priority in local, state, and federal agendas.

## **5. Threats to DEI Programs in the Workplace**

**WHEREAS**, The National Association for the Advancement of Colored People (“NAACP”) believes diversity, equity, and inclusion (“DEI”) efforts represent a core principle that all institutions have a right to uphold. DEI benefits all members of society, especially African Americans; and

**WHEREAS**, Segregation in the workplace was outlawed by the Civil Rights Act of 1964. This Act prohibits employment discrimination based on race, religion, sex, color, or national origin. It also created the Equal Employment Opportunity Commission, whose mission is to eliminate unlawful employment discrimination; and

**WHEREAS**, DEI employment programs began during the mid-1960s to accelerate efforts to create a more diverse and inclusive workspace. Such programs were precipitated by the Civil Rights Act of 1964. As a result of employees filing discrimination lawsuits against corporations, they began implementing DEI training programs to limit their liability and decrease workplace hostility. Nationwide protests after the death of George Floyd resulted in renewed energy for DEI programs. LinkedIn noted a 168.9% increase in corporate chief diversity and inclusion officer roles during the years after Floyd’s murder. This led to many companies focusing on holistic DEI approaches such as inclusive leadership, rooting out bias, and embedding DEI into their business cultures; and

**WHEREAS**, Despite progress, there has been persistent resistance to DEI initiatives throughout American history, with a resurgence of challenges against them in recent years, including attacks on affirmative action. The *Students for Fair Admissions, Inc. v. President & Fellows of Harvard College* ruling by the United States Supreme Court in June 2023 has emboldened conservative activists, leading to numerous complaints against Fortune 500 companies for alleged discrimination against white individuals and putting at risk long-standing federal programs designed to uplift minority-owned businesses. A recent example was a Texas federal judge's ruling that mandates a 55-year-old agency to treat individuals of all races equally; and

**WHEREAS**, Florida Governor Ron DeSantis attempted to regulate DEI programs within private businesses, including discussions on diversity and race, after the Florida legislature passed the Stop WOKE Act. Fortunately, the 11<sup>th</sup> United States Circuit Court of Appeals upheld a lower court ruling that the business-targeted provisions of the Stop WOKE Act violate the First Amendment of the United States Constitution as an unconstitutional content-based restriction on speech, and therefore bad law. Legislators in 19 additional states have attempted to pass similar restrictive laws regulating DEI efforts in the workplace and they have been struck down through vetoes or civil lawsuits; and

**WHEREAS**, Many businesses have quietly eliminated their DEI efforts, including layoffs of DEI officers, elimination of DEI training programs, and removal of diverse applicant requirements from scholarships, internships, and grants, to avoid being sued; and

**WHEREAS**, Companies with DEI programs are more profitable because they promote cognitive diversity, which fosters creativity and innovation while reducing group thinking. A study shows that companies in the top 25% for ethnic diversity are 36% more profitable financially. Another study shows that 75% of organizations with diverse employees and inclusive culture exceed their financial targets.

**THEREFORE, BE IT RESOLVED**, that the NAACP reaffirms its commitment to protecting and preserving DEI programs, especially in the workplace, as important extensions of past desegregation efforts and essential to ongoing efforts to combat inequality and discrimination.

**BE IT FURTHER RESOLVED**, that the NAACP actively opposes any attempts to eliminate or weaken DEI programs, particularly attempts based on court decisions in the unrelated area of affirmative action in higher education, and continues to advocate for their continued funding, support, and expansion at all levels of government and within private companies.

**BE IT FURTHER RESOLVED**, that the NAACP encourages companies to continue or begin DEI programs as part of their commitment to equal employment opportunities for all Americans and in light of the proven success enjoyed by companies with DEI programs.

**BE IT FINALLY RESOLVED**, that the NAACP urges Congress, state legislatures, and federal and state policymakers to allocate resources and prioritize funding for DEI programs to help ensure equitable access and opportunities for all individuals, regardless of race, ethnicity, gender, sexual orientation, or socioeconomic status.

## LEGISLATIVE

### 1. *Ensuring Representation and Eliminating Bias in Artificial Intelligence*

**WHEREAS**, Artificial Intelligence (AI) represents a significant advancement in technology, influencing various sectors including healthcare, education, labor, criminal justice, media, and electioneering, with the potential to reshape these fields dramatically; and

**WHEREAS**, AI refers to the development of computer systems capable of performing tasks that typically require human intelligence, including but not limited to recognizing speech, making decisions, and identifying patterns; and

**WHEREAS**, AI technologies use algorithms and machine learning to analyze vast amounts of data and make autonomous decisions based on that analysis, impacting a wide range of industries and everyday human activities; and

**WHEREAS**, AI systems are fundamentally shaped by the data they are trained on, which if not carefully curated, can lead to the perpetuation of existing biases and the creation of new forms of discrimination generated by programs; and

**WHEREAS**, African Americans historically have been underrepresented in the data sets used for training AI, leading to less accurate and fair outcomes in services and interventions directed toward black communities; and

**WHEREAS**, AI presents new challenges in the form of misrepresentation, cultural appropriation, and the diminution of the contributions made by actual Black creatives, thereby undermining genuine cultural authenticity, social impact, and economic viability; and

**WHEREAS**, The ethical implications of using AI to depict Black people in creative works include concerns over consent, consideration, and the perpetuation of stereotypes and narrative distortions, necessitating vigilant oversight and advocacy; and

**WHEREAS**, The NAACP recognizes the critical need to ensure that AI technologies promote inclusivity and equity, particularly in protecting the civil rights of African Americans and ensuring their fair representation in AI-driven processes; and

**WHEREAS**, The Youth and College division have a particular interest in AI technology and ensuring that African American College aged and youth are not adversely impacted by AI technologies and intend to be involved in advocacy efforts related to AI.

**THEREFORE, BE IT RESOLVED**, the NAACP will advocate to policy makers and endorse legislation that mandates the comprehensive inclusion of diverse data sets that adequately represent African Americans to mitigate bias in AI algorithms across all sectors.

**BE IT FURTHER RESOLVED**, that in the area of healthcare, the NAACP will advocate that AI developments prioritize the reduction of health disparities by ensuring that diagnostic tools, treatment protocols, and healthcare management systems are equally effective across all racial and ethnic groups.

**BE IT FURTHER RESOLVED**, that in education, the NAACP will advocate that AI applications enhance learning outcomes for African American students through tailored educational technologies that address diverse learning needs and do not reinforce existing educational inequalities.

**BE IT FURTHER RESOLVED**, the NAACP will advocate that AI-driven initiatives in career development, job placement, job seeking individuals, and other human resources issues should

be transparent and provide equal opportunities, ensuring that career advising, job matching, and professional development tools to support the aspirations of African Americans.

**BE IT FURTHER RESOLVED**, that within the criminal justice system, the NAACP will advocate that AI must be governed by strict regulations that prevent the reinforcement of racial biases and/or misidentification in policing, sentencing, and parole processes, with an emphasis on transparency and accountability.

**BE IT FURTHER RESOLVED**, the NAACP will advocate for the development and enforcement of guidelines and policies that protect the rights of Black storytellers, actors or actresses, other creatives, and the entire Black community against unauthorized exploitation and misrepresentation by AI in the arts, media, and entertainment industries.

**BE IT FURTHER RESOLVED**, the NAACP will advocate against the use of AI and machine learning technologies in housing, lending, financial, and any decision-making processes that risk perpetuating historical injustices and disparities faced by the Black community.

**BE IT FURTHER RESOLVED**, that the NAACP will advocate for the establishment and strengthening of a social safety net, including unemployment insurance, education and retraining programs, and other support services for workers displaced by AI, ensuring that the economic security of the Black community is safeguarded during transitions in the labor market.

**BE IT FURTHER RESOLVED**, that the NAACP demands rigorous oversight and regular auditing by government entities of AI systems to ensure they do not perpetuate racial bias or infringe on the civil rights of African Americans.

**BE IT FURTHER RESOLVED**, that the NAACP will create content and forums to educate members and the public on the dangers of 'mis' and 'dis' information, which is perpetuated through generative AI tools and have the potential to undermine the political power of African American communities.

**BE IT FINALLY RESOLVED**, the NAACP commits to monitoring the development and implementation of AI technologies, collaborating with technologists, policymakers, and community leaders to ensure that the benefits of AI are shared equitably among all Americans, particularly the African American community.

## **2. *Calling for the Prioritizing of Voting Rights Legislation by the President of the United States and the 119<sup>th</sup> Congress***

**WHEREAS**, The struggles for voting rights in the United States has been marked by relentless efforts to secure these rights against systemic and targeted disenfranchisement, particularly for African Americans, whose fight against racially discriminatory practices such as literacy tests, poll taxes, and violent intimidation led to the landmark Voting Rights Act of 1965; and

**WHEREAS**, Despite the progress made through this critical legislation, recent years have witnessed a resurgence of efforts to erode voting rights through redistricting, restrictive voting

laws, and the dismantling of key protections by the Supreme Court's 2013 decision in *Shelby v. Holder*, which significantly weakened federal oversight over changes to voting procedures in areas with histories of discrimination; and

**WHEREAS**, The erosion of these protections disproportionately impacts the Black community and other minorities, reflecting a historical pattern of racial discrimination that seeks to dilute their political influence and marginalize their participation in the democratic process; and

**WHEREAS**, The John Lewis Voting Rights Advancement Act seeks to respond to these contemporary challenges by restoring and modernizing the provisions of the original Voting Rights Act, ensuring that all changes to voting laws that could discriminate against voters based on race or ethnicity receive adequate federal review; and

**WHEREAS**, The Freedom to Vote Act proposes comprehensive measures to ensure the fundamental right to vote is accessible, secure, and free from undue burdens, thereby upholding the principle that the ability to vote should not be hindered by discriminatory practices; and

**WHEREAS**, The NAACP in its 2021 resolution emphasized the critical need to protect and advance voting rights as fundamental to democracy, thereby underscoring the ongoing relevance and urgency of these issues.

**THEREFORE, BE IT RESOLVED**, that the NAACP calls upon the President of the United States and the 119<sup>th</sup> Congress to make the restoration and protection of voting rights the top legislative priority by advancing the John Lewis Voting Rights Advancement Act and the Freedom to Vote Act.

**BE IT FURTHER RESOLVED**, that the NAACP commits to mobilizing its members and resources to advocate for the passage of these critical voting rights measures, engaging in public education campaigns to raise awareness about the historical and ongoing challenges to voting rights, and collaborating with a coalition of civil rights and civic organizations to ensure robust support for these legislative priorities.

**BE IT FINALLY RESOLVED**, that the NAACP urges all members of Congress to act with urgency and resolve to pass these measures into law, thereby reaffirming the nation's commitment to democratic principles and the protection of voting rights for all Americans, especially those in historically marginalized communities.

### **3. *Ending the Electoral College***

**WHEREAS**, Every four years, a temporary group of electors equal to the total number of representatives in Congress vote for the President of the United States and not the American people; and

**WHEREAS**, The first candidate to get 270 of the 538 total electoral votes wins the White House; and

**WHEREAS**, Five times in United States history, the presidential candidates that won the popular vote, lost the Electoral College; and

**WHEREAS**, In the last election corrupt fake electors tried to sign off and vote for the losing Presidential candidate who did not win the popular vote, and lost the Electoral College leading to questions as to which candidate actual won the election. This corruption was targeted at urban areas with a high number of people of color; and

**WHEREAS**, according to a Pew Research Center survey, the Electoral College system continues to play an outside role in recent U.S. elections with two-thirds of U.S. adults (65%) saying the way the president is elected should be changed so that the winner of the popular vote nationwide wins the Presidency.

**THEREFORE BE IT RESOLVED**, the National Association for the Advancement of Colored People (NAACP) reaffirm its 2020 Resolution “Repeal Electoral College” and 2008 Resolution “Proposed NAACP National Popular Vote.”

**BE IT FINALLY RESOLVED**, that the NAACP will continue to advocate for the change that declares the winner of the popular vote as the winner of the Presidential elections.

**4. *Endorsing the SAFER Banking Act and Acknowledging the 2022 Resolutions Supporting the SAFE Banking Act***

**WHEREAS**, The NAACP has steadfastly supported legislative changes to address the injustices of cannabis laws, particularly the disproportionate impact on African American communities, as highlighted in the 2022 resolution advocating for the decriminalization of cannabis and economic equity in the burgeoning cannabis industry; and

**WHEREAS**, In 2022, the NAACP endorsed the Secure and Fair Enforcement (SAFE) Banking Act, recognizing its potential to significantly enhance access to essential banking services for cannabis businesses, especially those owned by African Americans and those holding social equity licenses; and

**WHEREAS**, Despite receiving broad bipartisan support and passing the U.S. House of Representatives multiple times, the SAFE Banking Act has not yet become law, leaving many legitimate cannabis businesses without critical financial services; and

**WHEREAS**, The SAFER Banking Act builds on the foundational goals of the SAFE Banking Act by providing additional safeguards and clarifications that ensure financial institutions can serve state-sanctioned marijuana businesses without the risk of federal penalties, thus promoting the safety, legitimacy, and inclusivity of the cannabis industry; and

**WHEREAS**, The SAFER Banking Act, with its comprehensive scope and reinforced protections, is poised to address ongoing financial service challenges faced by cannabis businesses, aiding in their operations and competitiveness in a growing market; and

**WHEREAS**, The NAACP acknowledges that the passage of the SAFER Banking Act would mark a significant advancement towards resolving banking issues within the cannabis industry and furthering social equity and economic participation for communities historically marginalized by discriminatory drug policies.

**THEREFORE, BE IT RESOLVED**, that the NAACP reaffirms its 2022 resolution calling for greater economic opportunities for African Americans in the cannabis industry.

**BE IT FURTHER RESOLVED**, that the NAACP supports the swift passage of the SAFER Banking Act as a vital enhancement to the SAFE Banking Act endorsed in 2022, acknowledging its potential to offer more extensive protections and broader access to financial services for cannabis businesses.

**BE IT FURTHER RESOLVED**, that the NAACP continues to advocate for comprehensive cannabis reform at all governmental levels, stressing the necessity for legislation that not only decriminalizes cannabis but also ensures that the emerging cannabis industry is equitable, inclusive, and accessible to African Americans and other disproportionately impacted communities.

**BE IT FINALLY RESOLVED**, that the NAACP commits to persistent advocacy for the removal of cannabis from the federal list of controlled substances, supports federal grants for states to implement social equity programs, and endorses legislative measures that provide remedies for individuals historically affected by cannabis prohibition.

## **5. *Repeal of the Government Pension Offset and the Windfall Elimination Penalty in the Social Security***

**WHEREAS**, Congress created the Windfall Elimination Provision to remove an unintended "windfall" that the regular Social Security benefit formula created with the goal to make sure that people who were eligible for a government pension weren't overly compensated with Social Security benefits; and

**WHEREAS**, The Government Pension Offset makes sure that a spouse or surviving spouse who receives a government pension and is also eligible for a Social Security spousal benefit doesn't receive extra compensation as compared to other spouses or surviving spouses without a government pension; and

**WHEREAS**, 71% percent of those affected by Government Pension Offset lose their entire spousal or survivor benefits and the Windfall Elimination Provision was not designed to affect the middle or low wage earners which cuts earned benefits which are substantial, commonly causing serious lifestyle reductions; and

**WHEREAS**, both the GPO/WEP are based on faulty assumptions and were based on a decision to treat pensions from certain public positions as if they were the same as Social Security benefits, despite fact that these "non-covered " state and local positions have nothing to do with Social Security; and

**WHEREAS** , GPO/WEP has unintended consequences which affect teachers in 15 states and police, firefighters, postal workers, air traffic controllers, federal government employees (hired before 1983 on CSRS), and some state, county, local, and special district workers; and

**WHEREAS**, This disproportionately affects the education community (often the largest employer in a county) and mostly women and Educational Support Professionals who are overwhelmingly of color in many states; and

**WHEREAS**, This can adversely affect the workers who are employed in those states who pay into Social Security but moved to a state that does not.

**THEREFORE BE IT RESOLVED**, that the National Association for the Advancement of Colored People (NAACP) advocates for Congressional action to support HR 82 to repeal GPO/WEP.

**6. *Supporting the Community Health Worker Access Act: Improve Health Outcomes and Reduce Health Spending in Underserved Communities***

**WHEREAS**, More than a quarter of health care spending is associated with preventable diseases, significantly impacting underserved communities; and

**WHEREAS**, The COVID-19 pandemic has exacerbated health disparities, highlighting the urgent need for effective strategies to address these disparities through trusted community engagement; and

**WHEREAS**, Community Health Workers (CHWs), promotor as, and community health representatives (CHRs) have proven to be an effective workforce in bridging health outcome gaps by promoting positive health behaviors and improving access to physical and mental health services; and

**WHEREAS**, Studies, including a randomized controlled trial, have demonstrated that CHWs can deliver a return of \$2.47 for every dollar invested and potentially save Medicaid \$4,200 per beneficiary per year through their services; and

**WHEREAS**, *The Community Health Worker Access Act* proposes to improve Medicare reimbursement for CHW, promotoras, and CHR services, and to support their integration into Medicaid, thereby enhancing their ability to prevent illness, reduce disability, and address social needs through education and referrals; and

**WHEREAS**, The proposed Act is supported by over 200 CHW networks, employers, public health organizations, and notable entities such as the National Association for Community Health Workers, Partners in Health, and the American Public Health Association, underscoring the broad consensus on its potential benefits.

**THEREFORE, BE IT RESOLVED** that the National Association for the Advancement of Colored People, through this resolution, formally endorses *The Community Health Worker Access Act*,

recognizing its critical role in improving health outcomes, reducing health spending, and addressing health disparities in underserved communities.

**BE IT FURTHER RESOLVED**, that the NAACP, commits to actively supporting the enactment of *The Community Health Worker Access Act* by mobilizing its members and leveraging its platforms to advocate for its passage.

**BE IT FINALLY RESOLVED**, that the NAACP, urges its chapters, members, and affiliates to engage with policymakers, community leaders, and health organizations to promote awareness and support for *The Community Health Worker Access Act*, facilitating its successful integration into national health policy.

#### **7. *In Support of the Patients Before Profit Pledge for Elected Officials***

**WHEREAS**, Healthcare is a human right, and systemic inequities and barriers have long existed preventing equal access to healthcare, we believe that the rise in for-profit healthcare entities will further these inequities; and

**WHEREAS**, For-profit healthcare companies are responsible to their shareholders rather than the communities they serve; and

**WHEREAS**, This responsibility to generate profit means that services that are not highly profitable will be reduced or discontinued; and

**WHEREAS**, Patients who are deemed as not profitable may be turned away increasing negative outcomes for these patients; and

**WHEREAS**, These patients are more likely to be Black, Brown, or poor this will further erode the quality of healthcare in those communities; and

**WHEREAS**, For-profit institutions focus more on treatment than prevention. Unnecessary treatments may be prioritized over patient needs; and

**WHEREAS**, Lobbyists for for-profit healthcare companies, insurance companies, and pharmaceutical companies unduly influence legislation on healthcare; and

**WHEREAS**, The Patients Before Profits pledge seeks to reduce the influence of private hospitals, insurance companies, and pharmaceutical companies on our healthcare system.

**THEREFORE, BE IT RESOLVED** that the National Association for the Advancement of Colored People urge all units to encourage its elected officials and those running for office to sign the Patients Before Profit Pledge.

#### **8. *Resolution for The Commission to Study and Develop Reparations Proposal for African Americans***

**WHEREAS**, In 1997, 1999, 2001, 2003, 2007, 2016, 2019, and again in 2022, the NAACP has stated and reaffirmed financial reparations for African Americans and those of African descent in the United States who are descendants of slavery and the Jim Crow Era; and

**WHEREAS**, America owes Black descendants of slaves reparations for hundreds of years of slavery. Enslavers kidnapped and enslaved Africans from 1619 to 1866. During slavery, enslavers murdered, beat, raped, tortured, and terrorized enslaved Africans for hundreds of years. Enslavers robbed enslaved Africans of their original languages, cultures and religions; and

**WHEREAS**, The United States government legalized, sanctioned and profited from the enslavement of Africans and plantation owners profited from the suffering and enslavement of Africans. Enslaved Africans labored on cotton, sugar, and tobacco plantations for centuries without any compensation thereby enriching plantation owners and their families. The profits from cotton made the United States one of the leading economies in the world; and

**WHEREAS**, During the Civil War, the Emancipation Proclamation abolished slavery only in the rebellious Confederate states. The proclamation excluded states not in rebellion. In addition, the proclamation excluded parts of the Confederacy under Union control. Slavery was not fully abolished until the Reconstruction Era when the Federal government enacted laws through the 13th, 14th, and 15th Amendments of the U.S. Constitution allowing Black men the right to vote, providing guaranteed citizenship and equal protection under the law; and

**WHEREAS**, Other groups have received reparations including, seventeen (17) American Indian Tribes received \$492 Million in 2008, settling a century old Treaty agreement and Japanese Americans who were subjected to forced internment during World War II received reparations. Unfortunately, the United States of America has never paid reparations to Black descendants of slaves; and

**WHEREAS**, According to Duke University professor William Darity, Jr., Black descendants of slaves in America are owed up to \$12 trillion in reparations.

**THEREFORE, BE IT RESOLVED**, that the NAACP reaffirms its previous resolutions supporting reparations, and urges Congress to pass the Congressional Commission to Study and Develop Reparation Proposals for African Americans Act.

**9. *Supporting the Kids Online Safety Act for Protecting the Well-being of Children Online***

**WHEREAS**, The National Association for the Advancement of Colored People (NAACP) is committed to the protection and development of all children, recognizing that the digital environment holds both vast potential and significant risks for young users; and

**WHEREAS**, Children and adolescents are increasingly susceptible to online threats, including cyberbullying, exposure to harmful content, and other risks that can affect their mental health and safety; and

**WHEREAS**, The Kids Online Safety Act (KOSA) aims to empower parents, guardians, and children with tools to protect against such online harms, promoting a safer online environment; and

**WHEREAS**, KOSA requires digital platforms to implement safety measures, prioritize the best interests of young users, and provide options for parents and children to adjust safety settings and access help; and

**WHEREAS**, This legislation also mandates transparency from tech companies regarding the effects of their platforms on children, compelling them to conduct regular audits and report on risks and safety efforts; and

**WHEREAS**, The digital divide and the disparate impact of online harm on children from marginalized communities necessitate robust legislative action to ensure equal protection across all demographics.

**THEREFORE, BE IT RESOLVED**, that the NAACP supports the Kids Online Safety Act, recognizing its importance in safeguarding children from the multitude of risks associated with digital activity.

**BE IT FURTHER RESOLVED**, that the NAACP calls on lawmakers to ensure that the provisions of KOSA are effectively enforced and that they cover the broad spectrum of technologies and platforms used by children.

**BE IT FURTHER RESOLVED**, that the NAACP advocates for additional measures within KOSA to address and mitigate any disproportionate impacts on children from historically disadvantaged communities.

**BE IT FINALLY RESOLVED**, that the NAACP commits to engaging with policymakers, educators, and parents to promote awareness of the principles and protections offered by KOSA and to ensure that children’s online interactions enhance their development and well-being without compromising their safety.

**10. *Supporting the Passage of Federal Anti-Black American Hate Crime Bill Supporting Protections for Black Americans***

**WHEREAS**, The National Association for the Advancement of Colored People, (NAACP) stands in solidarity with the Black community in recognizing the urgent need for comprehensive legislation to address the alarmingly high rates of hate crimes targeting Black Americans; and

**WHEREAS**, Hate crimes are defined by the Federal Bureau of Investigation (FBI) as a “criminal offense which is motivated, in whole or in part, by the offender’s bias(es) against a person based on race, ethnicity, ancestry, religion, sexual orientation, disability, gender, and gender identity.” (See 18 U.S.C. § 249.); and

**WHEREAS**, Since the end of Reconstruction in 1875, Black American descendants of the institution of slavery have endured various campaigns of terrorism and hatred. The historical injustices and systemic racism that have plagued the United States have left a deep and lasting impact on Black communities, from the horrors of slavery, Jim Crow laws, and convict leasing, to the brutalities of lynching and massacres like the tragic events of Tulsa’s Black Wall Street. As a

result, Anti-Black American hate crimes have come in many forms, including but not limited to, cross burnings, the burning of Black churches, and physical violence associated with vigilante justice; and

**WHEREAS**, The book "The Color of Law" by Richard Rothstein details the history of government policies that enforced racial segregation in housing, particularly focusing on the practice of redlining. Redlining was a discriminatory practice where government agencies and banks denied loans and other financial services to Black Americans based on race or the racial composition of their neighborhoods; and

**WHEREAS**, These racially discriminatory policies were not just accidental or the result of individual prejudice but were intentionally designed and implemented by the government to segregate communities along racial lines. This led to the creation of racially segregated neighborhoods with limited resources and opportunities for Black Americans, perpetuating economic and social disparities; and

**WHEREAS**, The stigmatization and marginalization of Black Americans caused by redlining and many other discriminatory practices reinforced negative stereotypes and perceptions about the Black community. By systematically denying Black Americans access to quality housing and economic opportunities, the government incentivized the devaluation of Black lives and the perpetuation of racial inequalities; and

**WHEREAS**, This systemic discrimination and segregation not only limited the upward mobility and well-being of Black Americans but also created an environment where they were more vulnerable to hate crimes and violence. The lack of investment in Black communities, coupled with the perpetuation of stereotypes and biases, further marginalized Black Americans and made them targets for discrimination violence; and

**WHEREAS**, The government's actions of redlining Black Americans not only perpetuated racial segregation and economic disparities but also contributed to the stigmatization and targeting of Black Americans for hate crimes, reinforcing harmful narratives of inferiority and dehumanization; and

**WHEREAS**, FBI statistics reveal a disturbing trend, with Black Americans being significantly the most targeted group for hate crimes, as evidenced by the staggering number of approximately 3424 reported incidents in 2022, a figure that is multitudes higher than those reported against Asian Americans, Latino Americans, and Jewish Americans; and

**WHEREAS**, The need for robust Anti-Black hate crime legislation and an executive action in 2024 is paramount, echoing the calls for justice and protection that have been championed through landmark legislation such as the Asian Hate Crime Bill of 2021 and the anti-lynching legislation of 2022.

**THEREFORE, BE IT RESOLVED**, that the NAACP unequivocally urges Congress to take swift and decisive action in passing comprehensive legislation and the President to issue an Executive Action such as a Presidential Memorandum that specifically addresses and combats hate crimes

targeting Black Americans, providing essential protections and avenues for justice for communities that have endured centuries of marginalization and violence.

**BE IT FURTHER RESOLVED**, that the NAACP State Conferences and Units within states that do not have adequate Anti-Black Hate Crime Laws Mobilize, Urge, and Advocate for Anti-Black Hate Crime Bills within their state.

**BE IT FINALLY RESOLVED**, that the NAACP commits to actively advocating for the passage of the Anti-Black American Hate Crime Bill, mobilizing its resources and networks to ensure that the voices and concerns of Black Americans are heard and prioritized in the fight against hate crimes.

#### **11. *Urging the U.S. Government to Consider Free College for All***

**WHEREAS**, Access to quality education is a fundamental right and an essential component of promoting social and economic equality; and

**WHEREAS**, The cost of college education has risen significantly over the years, resulting in an increasing burden of student loan debt and limited access to higher education for marginalized communities; and

**WHEREAS**, Studies have shown that individuals with college degrees have higher earning potential, better job prospects, and contribute significantly to the overall economic growth of the nation; and

**WHEREAS**, The current system of higher education perpetuates socioeconomic disparities, disproportionately affecting low-income students and students of color; and

**WHEREAS**, Free college education has been successfully implemented in several countries, such as Germany, Norway, and Finland, leading to increased college enrollment rates and reduced financial barriers; and

**WHEREAS**, Free college education can help break the cycle of intergenerational poverty by providing equal opportunities for all students, regardless of their socioeconomic background; and

**WHEREAS**, Free college education can contribute to reducing racial and economic disparities by ensuring that all students have equal access to educational resources and opportunities; and

**WHEREAS**, Investing in free college education aligns with the NAACP's mission to ensure the political, educational, social, and economic equality of rights for all persons.

**THEREFORE, BE IT RESOLVED** that the National Association for the Advancement of Colored People (NAACP) urge Congress to support a comprehensive program to include the passage of HR 4117/S 1963.

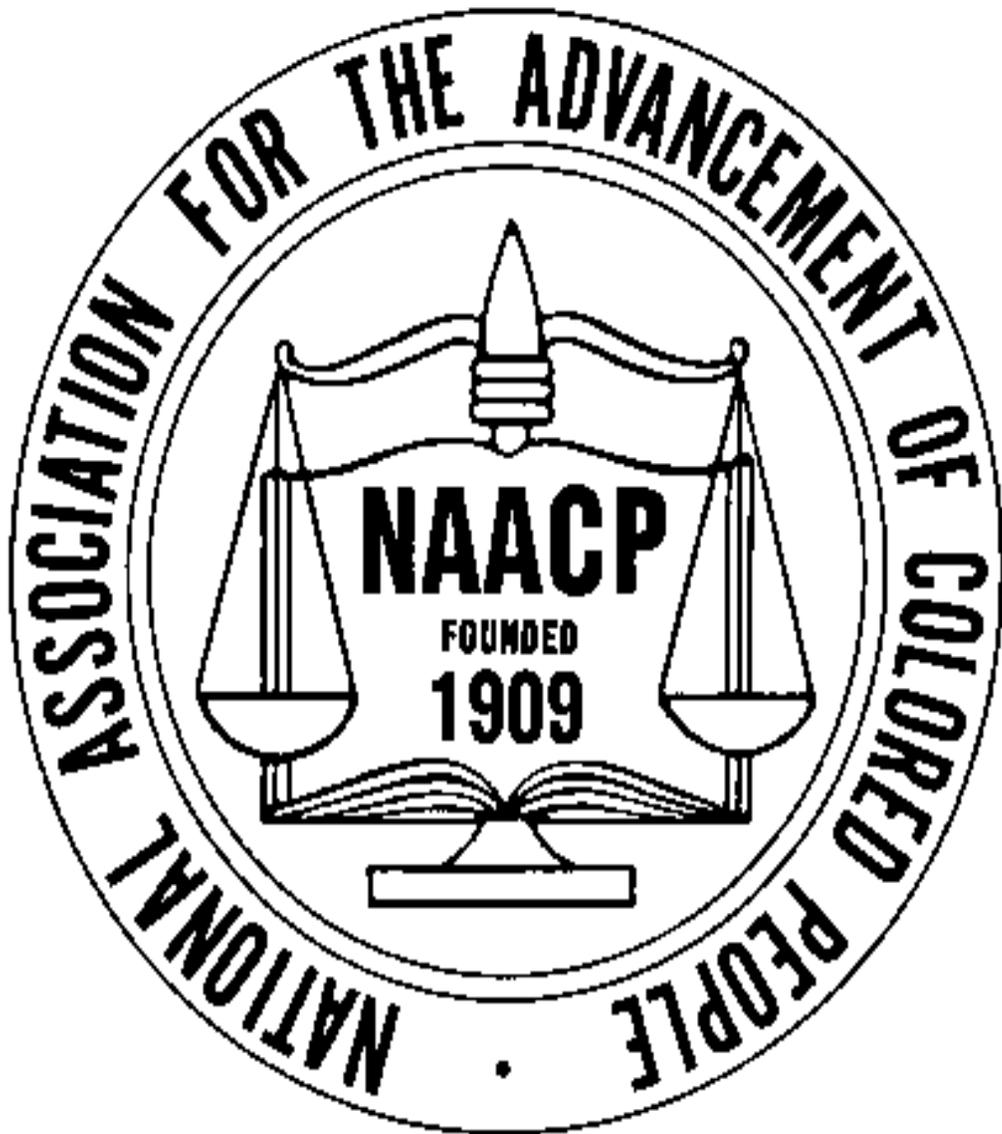
**NAACP NATIONAL RESOLUTIONS COMMITTEE: 2024**

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