

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
<u>Commemorative</u>		
1. <i>Recognition and Celebration of the Life of Benjamin Lawson Hooks</i>	Adopted	1
2. <i>NAACP Honors the Life of Dr. Dorothy Irene Height</i>	Adopted	2
3. <i>NAACP Recognizes African-American Female Fire Chiefs</i>	Adopted	4
4. <i>A Tribute of Langston Hughes</i>	Adopted	4
5. <i>Honoring the Life of Mayor Chester L. Jenkins</i>	Adopted	5
6. <i>Honoring the Life of M. Paul Redd, Sr.</i>	Adopted	6
7. <i>Recognition of Legal Aid Services Corporation (LSC) for Defending Low Income Families</i>	Adopted	8
<u>Civil Rights</u>		
1. <i>NAACP Support of Native American Indians</i>	Adopted	8
2. <i>NAACP Redistricting Plan</i>	Adopted	9
<u>Criminal Justice</u>		
1. <i>Improving Chances for Successful Re-entry Through Jobs</i>	Adopted	10
2. <i>Mandatory Reporting and Review of the Use of a TASER by an Officer</i>	Adopted	10

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
3. <i>Establishing Model Standards, Policies and Training to Prevent Police Misconduct and Excessive Use of Force</i>	Adopted	12
4. <i>In Support of Restorative Justice to Address Mass Incarceration and the High School Drop-Out Rate in the United States</i>	Adopted as amended	13
5. <i>In Support of Reaffirming the NAACP's Stance Against Youth Violence</i>	Adopted	14
6. <i>Gun Violence Prevention and Safety at Public Events</i>	Adopted	15
7. <i>Call to Repeal "Discriminatory Life Without Parole Sentencing"</i>	Adopted	16
8. <i>End "Prison-Based Gerrymandering"</i>	Adopted	17
9. <i>Actual Innocence Initiative</i>	Adopted	20
10. <i>Establish a "Criminal Justice Impact Statement"</i>	Adopted	21
11. <i>Seeking Abolishment or Repeal of "Mandatory Minimum Sentencing"</i>	Adopted	23
12. <i>Making Communities Smart and Safe Through Violence Reduction</i>	Adopted	24
13. <i>Ex Offenders: Hiring Tax Credit</i>	Adopted	25
14. <i>Rehabilitation of Prisoners Confined to County Jails and State Prisons</i>	Adopted as amended	26
15. <i>Establishing "State Reinvestment Commissions"</i>	Adopted as amended	27
16. <i>NAACP Supports the Investigation into the Shooting Death of Imam Luqman Ameen Abdullah</i>	Adopted	28

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
-------------------	---------------	-------------

Economic Development

1. <i>Equitable Distribution of American Recovery and Reinvestment Act (ARRA) Funds and Comprehensive Job Legislation</i>	Adopted as amended	29
---	--------------------	----

Education

1. <i>Curriculum Reform and Diversity in Education</i>	Adopted	31
2. <i>Vigilant Opposition to Vouchers and Public Subsidies of Private Corporations</i>	Adopted	32
3. <i>Elementary and Secondary Education ACT (ESEA) and Individuals</i>	Adopted	33
4. <i>Turning Around “Low Performing Schools”</i>	Adopted	34
5. <i>A Call for Halting Public Education School Closings</i>	Adopted	35
6. <i>Charter Schools</i>	Adopted as amended	36
7. <i>Promotion of High Standards for All Public Schools</i>	Adopted as amended	37
8. <i>Federal & Local Efforts to Eliminate Zero Tolerance and Discipline Disparities</i>	Adopted	39

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
<u>Environmental Justice</u>		
1. <i>NAACP in Opposition to Expanded Offshore Drilling Without Adequate Safety Technology and Clean Energy Measures in Place</i>	Adopted	40
2. <i>Establishing “Environmental Justice Earth Day”</i>	Adopted	41
3. <i>NAACP Youth & College Division “Environmental Justice Engagement”</i>	Adopted	42
<u>Health</u>		
1. <i>NAACP Supports Full Implementation of the Health Care Reform Law</i>	Adopted	43
2. <i>Reducing the Consumption of Sugar Products in African-American Communities</i>	Adopted as amended	46
3. <i>NAACP Supports an Aggressive Approach to Maternal and Infant Mortality Disparities in the United States</i>	Adopted as amended	47
4. <i>Faith Leaders Mobilization to End HIV/AIDS in the Black Community</i>	Adopted	48
5. <i>Vision Screening for Children and Learning</i>	Adopted	49
6. <i>Recognizing the Prevalence of Heart Disease and Stroke and its Impact on the Health of African-Americans and Latinos</i>	Adopted	50

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
<u>Internal Affairs</u>		
1. <i>Promote Training Via the Internet, On-Line Video for Small Group or Self-Study</i>	Adopted	52
2. <i>Establishing a Criminal Justice Committee for All NAACP Units</i>	Adopted	53
3. <i>Change Article VI, Section 2 (Qualification) in the Bylaws for Units for the NAACP</i>	Adopted	54
<u>International Affairs</u>		
1. <i>The NAACP Strengthening its Relationship with Africa and African Diaspora</i>	<i>Adopted as amended</i>	55
2. <i>Involvement of the Diaspora in Haitian Recovery Efforts</i>	<i>Adopted</i>	57
3. <i>NAACP Youth & College Division's Partnership with the Young Leaders of the United Nations for Reaching the Millennium Developmental Goals by the Year 2015</i>	<i>Adopted</i>	57
<u>Labor/Employment</u>		
1. <i>Building Employable Job Skills</i>	<i>Adopted as amended</i>	59
2. <i>Addressing Disparities in Hiring and Contracting Practices in Transportation and Public Works Projects</i>	<i>Adopted</i>	60

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
<u>Legislative</u>		
1. <i>NAACP Supports Assisting Ex-Offenders Reentering Society and Reducing Recidivism</i>	<i>Adopted</i>	61
2. <i>NAACP Supports Complete Elimination of <u>Crack v. Powder</u> Cocaine Sentencing Disparity</i>	<i>Adopted as amended</i>	62
3. <i>Reaffirming Support for Rebuilding the Gulf Coast</i>	<i>Adopted</i>	63
4. <i>NAACP Supports Community Development that Addresses the Needs of All American Neighborhoods</i>	<i>Adopted</i>	65
5. <i>NAACP Reaffirms its Call for Genuine Immigration Reform and its Opposition to Immigration Reform that Relies Solely on Increased Enforcement or Results in Racial Profiling</i>	<i>Adopted as amended</i>	68
6. <i>NAACP Supports the Posthumous Promotion of Colonel Charles Young to the Rank of Brigadier General</i>	<i>Adopted</i>	70
7. <i>The Tea Party Movement</i>	<i>Adopted as amended</i>	72
8. <i>Healing a Society Made Sick</i>	<i>Adopted</i>	73
9. <i>Urging Congress to Prevent Creditors from Garnishing Social Security Funds and Encouraging Pro-Bono Assistance with Zombie Debt Cases</i>	<i>Adopted</i>	75

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
<u>Veterans' Affairs</u>		
1. <i>Improving Veterans' Health Through Information and Advocacy</i>	<i>Adopted as amended</i>	76

2010 EMERGENCY RESOLUTIONS

Civil Rights

1. <i>NAACP Calls for Criminal Investigations of Allegations of Probation and Education Departments Nationwide When There are Allegations of Massive Civil Rights Violations</i>	Adopted	80
--	----------------	-----------

Criminal Justice

1. <i>Supporting Families of the Missing and Murdered</i>	Adopted	81
---	----------------	-----------

Employment

1. <i>In Support of More Diversity and Advancement at United Airlines and Other Air Carriers</i>	Adopted	83
--	----------------	-----------

Environmental Justice

Table of Contents

<u>Resolution</u>	<u>Action</u>	<u>Page</u>
1. <i>BP Deepwater Horizon Gulf Oil Spill Disaster</i>	Adopted as amended	85
 <u>Health</u>		
1. <i>NAACP Support a National Study on the Impact and Consequences of Marijuana Enforcement on African-American Communities</i>	Adopted as amended	86
 <u>Legislative</u>		
1. <i>NAACP Calls for an Inter-Agency Working Group on Human Rights and for Reform of the United States Commission on Civil Rights</i>	Adopted	88

COMMEMORATIVE

1. *Recognition and Celebration of the Life of Benjamin Lawson Hooks* **Adopted**

WHEREAS, Benjamin Lawson Hooks was born in Memphis, Tennessee on January 31, 1925, the fifth of seven children of Robert B. and Bessie White Hooks; and

WHEREAS, in 1948, Benjamin Lawson Hooks received his law degree from DePaul University in Chicago, Illinois and then returned to Memphis, Tennessee to help breakdown the walls of segregation; and

WHEREAS, Benjamin Lawson Hooks was a veteran of the United States Army, having served in the 92nd Infantry Division better known as the Buffalo Soldiers in 1944; and

WHEREAS, from 1949-1965, Benjamin Lawson Hooks conducted his own law practice, serving as counsel for numerous civil rights leaders, as well as securing their release when arrested; and

WHEREAS, Benjamin Lawson Hooks was appointed to a vacancy on the Shelby County Criminal Court in 1965, making him the first African-American criminal court judge in Tennessee, the first in the South since Reconstruction; and

WHEREAS, Benjamin Lawson Hooks served in the civil rights movement, joining the Southern Christian Leadership Conference in 1956, along with Rev. Martin Luther King, Jr.; and

WHEREAS, Benjamin Lawson Hooks became the first African-American appointee to the Federal Communications Commission in 1972, striving to increase minority employment and involvement in broadcasting; and

WHEREAS, Benjamin Lawson Hooks, on November 6, 1976, was elected NAACP Executive Director in which he served for 15 years; and

WHEREAS, Benjamin Lawson Hooks was awarded the 1986 NAACP Spingarn Medal in recognition of his lifelong service as the Executive Director, as well as his commitment to civil rights; and

WHEREAS, Benjamin Lawson Hooks served as an ordained minister for over 50 years; and

WHEREAS, Benjamin Lawson Hooks gave unselfish time and service to civic and fraternal community organizations, namely Prince Hall Masons, Omega Psi Phi, National and American Bar Association, among many others; and

WHEREAS, Benjamin Lawson Hooks in November 2007, was awarded the Presidential Medal of Freedom, the highest civilian honor in the United States; and

WHEREAS, Benjamin Lawson Hooks' passion for equality, freedom, opportunity and justice for his fellowman was only paled by his love for his lovely wife, Frances, with whom he shared life together for more than 50 years and his daughter, Patricia; and

WHEREAS, this resolution, on the life of Benjamin Lawson Hooks' service of giving, helping and self-sacrifice for which he paved the way for so many, is but a snap shot of this great man's life.

THEREFORE, BE IT RESOLVED, that the NAACP, during this 101st Annual National Convention in Kansas City, Missouri, pauses to recognize and express our deepest appreciation to this great civil rights champion, preacher, orator, family man and Executive Director Emeritus of the NAACP; and

BE IT FURTHER RESOLVED, that we commit to keep the memory of Rev. Dr. Benjamin Lawson Hooks alive, by incorporating his love of life, commitment to others, and passion for family into our everyday life; and

BE IT FINALLY RESLOVED, as we thank God for granting us the opportunity to share a part of life's journey with Benjamin Lawson Hooks that we also express our deepest appreciation and love for Frances Hooks and Patricia for sharing this great and special man with us!

2. NAACP Honors the Life of Dr. Dorothy Irene Height Adopted

WHEREAS, Dorothy Irene Height was born in Richmond, Virginia on March 24, 1912; and

WHEREAS, Dorothy Irene Height attended New York University and earned her bachelor's and master's degrees in four years; and she did postgraduate work at Columbia University and the New York School of Social Work; and

WHEREAS, in 1933, Dorothy Irene Height became a leader of the United Christian Youth Movement of North America in the New Deal era doing such things as participating and protesting in Harlem; and

WHEREAS, for thirty-three years (33) (1944 - 1977), Dorothy Irene Height served on the staff of the National Board of the YWCA of the USA; and

WHEREAS, Dorothy Irene Height was elected 10th National President of Delta Sigma Theta Sorority, Inc. in 1947 and served until 1956, where she carried the Sorority to a new level of organizational development, initiation eligibility and social action throughout her term; and

WHEREAS, Mary McLeod Bethune, founder and president of the National Council of Negro Women (NCNW), invited Dorothy Irene Height to join the NCNW in her quest for women's rights to full and equal employment, pay and education; and

WHEREAS, Dorothy Irene Height was elected the fourth National President of NCNW in 1957 and served until 1998 when she became Chair and President Emeritus; and

WHEREAS, in 1960, Dorothy Irene Height was the single female leader among the United Civil Rights Leadership consisting of Martin Luther King, Jr., Whitney M. Young, A. Philip Randolph, James Farmer, Roy Wilkins and John Lewis; and

WHEREAS, in 1993, she was honored with the NAACP Spingarn Medal Award; and

WHEREAS, Dorothy Irene Height was awarded the Presidential Medal of Freedom in 1994 by President William Jefferson Clinton; and

WHEREAS, on Her 92nd birthday March 24, 2004, President George W. Bush presented her the Congressional Gold Medal, the highest civilian and most distinguished award presented by the United States Congress; and

WHEREAS, she received three (3) dozen honorary doctorates from prominent institutions, however, there was one academic honor the equivalent of a Bachelor's Degree that resonated more strongly than all the rest when in 2004, 75 years after turning her away, Barnard College designated her as an honorary graduate; and

WHEREAS, Dorothy Irene Height served as Chairman of the Leadership Conference on Civil Rights from 1994 until her death; and

WHEREAS, Dorothy Irene Height was considered the matriarch of the civil rights movement; and

WHEREAS, President Barack Obama referred to Height as “the Godmother of the Civil Rights Movement and a hero to so many Americans.”

THEREFORE, BE IT RESOLVED, that the NAACP during its 101st Annual National Convention, in Kansas City, Missouri and from this day forward celebrates and honors the legacy of Dorothy Irene Height; and

BE IT FINALLY RESOLVED, that a copy of this resolution is given to the next living survivor, to the National Council of Negro Women, Delta Sigma Theta Sorority, Inc., and that a copy is placed in the archives of the NAACP.

3. NAACP Recognizes African-American Female Fire Chief

Adopted

WHEREAS, according to the International Association of Black Fire fighters (IABFF), a number of African-American women fire fighters have overcome insurmountable odds to rise to the top of their profession to become fire chiefs; and

WHEREAS, in 2002, Rosemary Cloud of East Point, Georgia, became the first African-American female fire chief in the United States, followed by Debra Pryor of Berkeley, California in 2005; Jean Sexton Frye of McComb, Mississippi; Toni (Barnes) Talbert of Decatur, Georgia in 2007; and Angelia M. Elgin, who became the Nation’s fifth African-American female fire chief in 2009.

THEREFORE, BE IT RESOLVED, that the NAACP commends these African-American fire chiefs for their outstanding achievements and for paving the way for other African-American firefighters; and

BE IT FURTHER RESOLVED, that the NAACP supports the mission of the International Association of Black Fire Fighters (IABFF) and Black Women in the Fire Service (BWFS) to provide a network that supports, educates, mentors and encourages African-American women in fire service, and recognizes the importance of their recruitment and retention in the profession; and

BE IT FINALLY RESOLVED, that the NAACP units provide increased visibility to African-American women fire fighters, and raise awareness about the opportunities in the fire fighting profession.

4. A Tribute to Langston Hughes

Adopted

WHEREAS, the prolific African-American poet and writer across genres, Langston Hughes, was born on February 1, 1902 in Joplin, Missouri and died on May 22, 1967 in New York City’s Harlem; Langston Hughes was a member of the NAACP throughout his adult life, receiving the organization’s prestigious

Spingarn Award in 1960; and effective educators understand that students are empowered by the appreciation of highly esteemed artists from their communities; and

WHEREAS, Langston Hughes was the great nephew of 19th Century civil rights pioneer, John Mercer Langston; spent his boyhood in Kansas and his adolescence in Illinois and Ohio; graduated from Lincoln University in Pennsylvania; traveled the world as a seaman learning several languages and translating the works of many important writers; became a major voice in the Harlem Renaissance and was a writer of great renown throughout his life; and

WHEREAS, the NAACP has been called his oldest organizational ally because Langston Hughes' signature poem, "The Negro Speaks of Rivers," was first published in 1921 by the Literary Editor of the *CRISIS Magazine*, Jessie Redmon Fauset, a native of Lawnside Borough in the jurisdiction of the Camden County-East NAACP; he was greatly inspired by Dr. W.E.B. DuBois, James Weldon Johnson, Walter White, Roy Wilkins and many others; and

WHEREAS, the Langston Hughes postage stamp was issued by the United States Postal Service on February 1, 2002, the poet's centennial, at Harlem's Schomburg Center for Research in Black Culture, where Hughes used and studied the collections throughout his career; and

WHEREAS, although Langston Hughes will always be a great cultural symbol for the Harlem community, since 2005, NAACP units throughout New Jersey have begun their observances of Black History Month with a "Happy Birthday Langston Hughes Read-A-Thon" on February 1st.

THEREFORE, BE IT RESOLVED, that our NAACP units will recommend that the curricula in their local schools be enriched by beginning Black History Month with a reading tribute to Langston Hughes on his birthday, February 1st; and

BE IT FINALLY RESOLVED, that such activity will be pursued as an annual tradition of the NAACP.

5. *Honoring the Life of Mayor Chester L. Jenkins*

Adopted

WHEREAS, Chester L. Jenkins was the first African-American to be elected mayor of the City of Durham in 1981, after having served on the Durham City Council for eight years; and

WHEREAS, he promoted the social advancement of and equal rights for all individuals regardless of color or gender by directing the city's Human Relations Department, serving on the Durham City Council Minority and Women Business Enterprise Committee (and numerous other Council committees) and achieving

passage of the local Fair Housing Ordinance and the Minority and Women Business Enterprise Ordinance; and

WHEREAS, he promoted preservation of the earth and its natural resources, achieving passage of the Environmental Protection Ordinance and the Watershed Protection Ordinance and instituting a nationally recognized recycling program in the city; and

WHEREAS, he promoted education as the gateway to opportunity. He graduated from Durham City Schools, Croft Business College and Fort Lauderdale University, received his MBA from North Carolina Central University, and taught in the Durham Public School System; and

WHEREAS, his successful term as Mayor—which included achieving more than a quarter of a billion dollars in funds for the revitalization of the city’s downtown, the local government’s acquisition of and enhancement of the public bus system, and retention of the city’s professional baseball team— contributed to the rise of Raleigh-Durham as the fastest growing metropolitan area in the nation; and

WHEREAS, he defended this nation’s freedom, serving in the United States Air Force from 1956 to 1960; and

WHEREAS, all national politics are ultimately derived from and manifests its most evident consequences at the local level; and

WHEREAS, his successful tenure as an African-American elected official laid the foundation for successful campaigns of African-American politicians in later generations, with North Carolina playing a key role in the election of the nation’s first African-American president in 2008; and

WHEREAS, he remained a loyal member of the NAACP, and numerous other public service and civic organizations, until his death on July 14, 2009.

THEREFORE, BE IT RESOLVED, that the NAACP formally acknowledges, celebrates, and honors the life and contributions of Chester L. Jenkins.

6. *Honoring the Life of M. Paul Redd, Sr.*

Adopted

WHEREAS, NAACP Gold Life Member M. Paul Redd, Sr., a Rye, New York resident, passed away on January 9, 2009; and

WHEREAS, M. Paul Redd, Sr., known as Westchester County's Mr. NAACP, provided his time, wisdom, and money to advise, formulate, and follow through on many civic and political projects at the local, county, state and national levels

impacting positive changes for the general population and specifically for African-Americans and later for other minorities and women; and

WHEREAS, M. Paul Redd, Sr., participated actively and served the NAACP as the President of the Port Chester/Rye branch as well as other NAACP official positions most notably as Regional Director and Member-at-Large of the National Board of Directors; and

WHEREAS, M. Paul Redd, Sr. was President and Chief Operating Officer of the Westchester/Putnam Affirmative Action Program that trained and placed some 4,000 predominantly African-Americans in jobs over a seven year span; and

WHEREAS, M. Paul Redd, Sr. assisted the executive director of the Port Chester Carver Center on Traverse Avenue to develop strategies that allowed the Port Chester Carver Center Board of Directors to successfully purchase the YMCA on Westchester Avenue in its competitive bid against the Port Chester Village Board of Trustees; and

WHEREAS, M. Paul Redd, Sr. founded the Black Democrats of Westchester (County) in the 1950's, which is still prominently active; and

WHEREAS, M. Paul Redd, Sr. purchased with his wife and maintained the only African-American newspaper in Westchester, The County Press, which is now 101 years old; and

WHEREAS, M. Paul Redd, Sr. assisted with the formation of the Port Chester Committee for Better Government and served as advisor; and

WHEREAS, his advice and counsel assisted in the appointment of two African-American men to the Port Chester Village Board of Trustees; and

WHEREAS, the Port Chester/Rye NAACP will record his noteworthy accomplishments in its archives and future proclamations to the Port Chester/Rye communities; and

WHEREAS, the Port Chester/Rye NAACP will institute annually a M. Paul Redd, Sr. Scholarship within the Port Chester/Rye area high schools commencing June 2009.

THEREFORE, BE IT RESOLVED, that the NAACP NATIONAL OFFICE record within its archives full recognition of M. Paul Redd's accomplishments as a NOTEWORTHY NAACP LIFE MEMBER.

7. Recognition of Legal Aid Services Corporation (LSC) for Defending Low Income Families

Adopted

WHEREAS, as the largest provider of civil legal aid to the poor, it supports programs that touch families in every state. Persons of all ethnic and racial backgrounds know Legal Aid’s work, and women, who represent 75 percent of LSC-supported clients, especially benefit from its expertise; and

WHEREAS, during an economic crisis, the work of the LSC is especially important. When families face foreclosure, eviction, bankruptcy and when communities are targeted by predatory lenders, they need the help of legal professionals. Fortunately, LSC stands ready to meet these demands; and

WHEREAS, President Barack Obama signed a proclamation proclaiming July 23, 2009 as the 35th Anniversary of the Legal Services Corporation. Words in the proclamation read, “Every day the Legal Services Corporation breathes life into the timeless ideal, “equal justice under the law.” It reaches those who cannot afford assistance they need and those who would otherwise go without vital representation; and

WHEREAS, the Kansas City, Missouri NAACP Branch recognized, honored and expressed its great appreciation to Legal Aid of Western Missouri and the Legal Services Corporation for the work that is being done to defend low-income families.

THEREFORE, BE IT RESOLVED, the entire Association recognizes Legal Services Corporation for bringing legal counsel to every corner of the Nation.

CIVIL RIGHTS

1. NAACP Support of Native American Indians

Adopted

WHEREAS, the history of the Native American Indians is intertwined with that of African-Americans; and

WHEREAS, during slavery the Native American Indian nations provided safe havens for run-away slaves; and

WHEREAS, the African-American and Native American Indian have faced the same or similar discrimination and bigotry in America; and

WHEREAS, Native American Indians have participated in, and fought alongside African-Americans during the civil rights movement for equality of all people; and

WHEREAS, the poverty rate, and unemployment rate for Native American Indians are higher than that of any ethnic group in America; and

WHEREAS, the illiteracy rate for Native American Indians is higher than that of any ethnic group in America; and

WHEREAS, the majority of Americans are unaware of the extremely poor living conditions most Native American Indians live in.

THEREFORE, BE IT RESOLVED, that the NAACP is committed to immediately help publicize the plight of Native Americans; and, that the NAACP further highlight this issue during its National Convention in Los Angeles in 2011, and at the 2011 Image Awards Ceremony.

2. NAACP Redistricting Plans

Adopted

WHEREAS, one of the NAACP's major objectives is to ensure the political, educational, social and economic equality of all citizens; and

WHEREAS, in December 2010, the U.S. Census Bureau will deliver population counts to President Obama for redistricting; and

WHEREAS, the U.S. Census Bureau will deliver redistricting data to states in March 2011; and

WHEREAS, there has been a national pattern of racial gerrymandering to dilute the voting strength of African-Americans and other protected groups; and

WHEREAS, this resolution reaffirms the NAACP's 1991 Redistricting Resolution.

THEREFORE, BE IT RESOLVED, that all NAACP units work to influence and prepare the development of alternate redistricting plans for state, county, congressional, city, school board elections, districts and other municipalities; and

BE IT FINALLY RESOLVED, that the NAACP will seek resources to provide adequate staffing and funding in order to provide technical assistance to units in their redistricting efforts.

CRIMINAL JUSTICE

1. *Improving Chances for Successful Re-entry Through Jobs*

Adopted

WHEREAS, “Ban the Box” calls for the question about past convictions to be moved from the job application to the face to face interview phase of the hiring process; and

WHEREAS, often once incarcerated people return home, finding an employer willing to give them a chance to work and perform is difficult; and

WHEREAS, placing “the box” on job applications makes successful re-entry more difficult by both discouraging formerly incarcerated people from applying for jobs and increasing the likelihood their applications will not be considered; and

WHEREAS, when the interview phase is the moment when formerly incarcerated people are first asked about their conviction history, they are more likely to be hired; and

WHEREAS, the NAACP supports eliminating public and private employers from asking “whether someone has been convicted of a felony” from employment applications.

THEREFORE, BE IT RESOLVED, that the NAACP encourages both public and private employers to “ban the box” by removing the question about whether someone has been incarcerated or convicted of a crime from the application to the interview phase of the hiring process; and

BE IT FINALLY RESOLVED, that the NAACP supports that National Standardization of Job Applications by “Banning the Box” be included in (s.714) of the National Criminal Commission Act of 2009-(Webb Commission Bill).

2. *Mandatory Reporting and Review of the Use of a TASER by an Officer*

Adopted as Amended

WHEREAS, the TASER gun is supposedly a non-lethal electronic stun gun used by law enforcement officers to, among other things, temporarily disable suspects and unarmed citizens, with reduced incidence of injury and death; and

WHEREAS, according to the TASER gun's manufacturer, TASER International, more than seven thousand (7,000) police departments in the United States have purchased TASER guns; and

WHEREAS, the number of law enforcement officers and correctional facilities using TASER guns is rapidly growing; and

WHEREAS, since the introduction of the TASER gun to law enforcement agencies, it has been used on school children, mentally disabled individuals, elderly people, pregnant women, inmates, individuals with a variety of pre-existing medical conditions and restrained individuals; and

WHEREAS, an increasingly growing body of evidence has linked the use of TASER guns to serious injuries and deaths; and

WHEREAS, by some accounts, over 360 people have died in North America after having been tasered; and

WHEREAS, because of deaths and injuries, there is considerable debate regarding its safety, moreover it is increasingly clear that pre-existing medical conditions, officer misuse or other factors impact the rise in injuries and deaths; and

WHEREAS, police departments in several states, including Florida, Ohio, Colorado, Oregon and Illinois have either suspended or restricted the use of TASER guns by law enforcement officers; and

WHEREAS, the leading manufacturer of TASER guns, TASER INTERNATIONAL has now issued a twelve (12) page bulletin to law enforcement agencies nationwide with warnings advising officers not to shoot subjects in the chest in order to reduce the chances of liability should cardiac arrest result; and

WHEREAS, the United States Court of Appeals for the 9th Circuit in *Bryan v. McPherson*, et al has concluded that there is no constitutionally defensible justification for the use of TASER in the absence of an immediate threat to law enforcement or others.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its 2005 TASER Ban resolution; and

BE IT FURTHER RESOLVED, that the NAACP advocates state and federal governments to establish through executive order or legislative process mandatory reporting and review requirements for data analysis and the creation of impact statements, which will include:

- Evaluation of tasered subjects by certified medical personnel;

- Reporting, review and advisory recommendation by police administration and citizen review boards of compiled data and the circumstances surrounding the TASER usage;
- Reporting of the race, age and sex of each officer that tasered a person; and
- Reporting of the race, age and sex of the subject tasered.

BE IT FURTHER RESOLVED, that this resolution be distributed to Law Enforcement Training Programs, the International Association of Chiefs of Police, NOBEL, the National Sheriffs' Association, the Government Training Institute for Law Enforcement, the United States Department of Justice Civil Rights Division, and to all NAACP units for distribution to local and state law enforcement training programs.

3. *Establishing Model Standards, Policies and Training to Prevent Police Misconduct and Excessive Use of Force*

Adopted

WHEREAS, the NAACP reiterates its commitment to hold law enforcement accountable for police abuse and excessive use of force; and

WHEREAS, of the 43.5 million people who had contact with police in 2005, 1.6% had force or threat of force used against them in their most recent contact, and of them, 83% characterized the force as excessive; and

WHEREAS, African-Americans and Latinos are disproportionately affected by police use of excessive force, in that African-Americans accounted for roughly 1 out of 10 contacts with the police in 2005, but 1 out of 4 contacts in which force was used; and

WHEREAS, in August 2009, Mark Anthony Barmore of Rockford, Illinois was shot in the back and killed by law enforcement while inside a church and in front of children in a daycare; and

WHEREAS, in January 2010, Jordan Miles of Pittsburgh, Pennsylvania, an honor roll student was beaten by undercover law enforcement that failed to disclose their identity; and

WHEREAS, in January 2009, Oscar Grant of Oakland, California, was shot in the back after being handcuffed by local transportation law enforcement; and

WHEREAS, the NAACP all alert system has received over 2,000 complaints of police abuse and use of force by law enforcement from July 2009 to May 2010; and

WHEREAS, the NAACP continue its commitment to ensuring fair and safe law

enforcement practices in all communities, including communities of color.

THEREFORE, BE IT RESOLVED, that the NAACP urge governmental agencies to review current policing standards and/or develop/updated model training and establish model policing standards to prevent police misconduct and use of force at the local, state, and national level.

4. *In Support of Restorative Justice to Address Mass Incarceration and the High School Drop-Out Rate in the United States*

Adopted as Amended

WHEREAS, the NAACP recognizes that mass incarcerations in jails and prisons across the country are exacting an intolerable human, political, social, educational, and economic price on individuals, families and communities; and

WHEREAS, mass incarceration has led to a disproportionate representation of African-Americans and other people of color in jails and prisons; and

WHEREAS, mass incarceration has not been accompanied by a proportionate increase in safety and security; and

WHEREAS, the fact of 50-75% recidivism rates, (re-arrest and re-incarceration), lead to the inescapable conclusion that incarceration does not serve to rehabilitate offenders or deter criminal activity; and

WHEREAS, Restorative Justice has proven to be effective in reducing recidivism, improving community safety, increasing victim healing and satisfaction and lowering the costs of crime and criminal justice; and

WHEREAS, Restorative Justice is a response to offenses which requires offenders to accept responsibility for their offense, be willing to meet with their victims, or a victim advocate if the victim is unwilling, and affected members of the community, and do what the parties agree can reasonably be done to repair the harm; and

WHEREAS, Restorative Justice empowers victims, offenders and communities to restore relationships and helps to re-integrate offenders into their communities, and

WHEREAS, the NAACP has a vital interest in ending mass incarceration, reducing recidivism, assisting victims, reducing costs in the justice system and building safer, more cohesive communities and is convinced that the use of Restorative Justice as a preferred method of responding to offenses will help to accomplish those goals; and

WHEREAS, the NAACP recognizes that high school graduation rates for African-Americans and other people of color in many communities are less than 50%, that high school drop-outs are more likely to work in low income jobs, become

unemployed, require public assistance, become involved in criminal activity and be incarcerated; and

WHEREAS, Restorative Justice has proven to be a successful alternative to suspensions and expulsions for school misconduct, thereby reducing the high school drop-out rate and breaking the cycle of poverty and incarceration.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its 2007 Restorative Justice Resolution; and

BE IT FURTHER RESOLVED, that the NAACP urges the adoption of Restorative Justice in schools and in all jurisdictions, local, state and federal; and

BE IT FURTHER RESOLVED, that the NAACP urges all inmates receive entry-level training as provided by the Carl Perkins Workforce Development Act before release from prison; and

BE IT FINALLY RESOLVED, that the NAACP include Restorative Justice as part of its “Smart and Safe” Program, urge all of its units to call upon their legislators and school board members to adopt Restorative Justice principles and practices in criminal justice systems and school districts in every state and community as stated herein.

5. *In Support of Reaffirming the NAACP’s Stance against Youth Violence* **Adopted**

WHEREAS, the NAACP has initiated and participated in numerous campaigns and worked very diligently over the years to combat youth violence; and

WHEREAS, over the past year, we have seen many students fall victim to the violence in their communities; and

WHEREAS, according to the National Youth Violence Prevention Resource Center, the leading cause of death among the age group of 10 to 24 year olds is homicide with the majority of the murderers being peers of the victims; and

WHEREAS, according to the National Youth Violence Prevention Resource Center, the average number of young African-Americans who die each day is 16 and annually around 668,000 young people ages 10-24 are treated in the emergency room for injuries sustained from violence; and

WHEREAS, according to the Josephson Institute Center for Youth Ethics, an estimated 20% of 6th through 10th graders in America are bullies, a target of bullying or both; and

WHEREAS, there is a need to promote a more just and safe society for our teens to not be afraid to walk to or from school because of the threat of violence; and

WHEREAS, the NAACP believes strongly in protecting and promoting the well being of youth in all ethnic and racial minorities.

THEREFORE, BE IT RESOLVED, that the NAACP, more specifically, the NAACP Youth and College Division, will work actively and more aggressively to “Stop the Violence and Start the Love” in our communities by any means necessary; and

BE IT FINALLY RESOLVED, that this campaign shall include, but not be limited to, providing the guidance, education and training to all youth that is vital to building self-esteem and increasing awareness of our proud heritage and the sacrifices made by so many.

6. *Gun Violence Prevention and Safety at Public Events*

Adopted

WHEREAS, the rising tide of handgun violence affects all corners of our nation; and

WHEREAS, more than 30,000 people are killed by firearms each year in the United States with more than 30 gun homicides daily – and half of them between the ages of 18-35, one third of them under the age of 20; and

WHEREAS, homicide is the second leading cause of death among all 15 to 24 year olds and the primary cause of death among African-Americans in that age group; and

WHEREAS, in the last 50 years, more Americans have been killed by guns in their own country than all United States military personnel killed in all United States wars in the same time period; and

WHEREAS, more than 69,000 non-fatal shootings each year leave victims disabled, disfigured and in permanent pain; their communities traumatized, terrorized and suffering; and

WHEREAS, African-Americans and Latinos are being murdered and harmed by gun use at significantly higher rates than the rest of our society; while African-Americans compose roughly 12% of the United States population, they are approximately 27% of all gun-related deaths in this country; and

WHEREAS, the most recent data shows that gun homicides in the United States are more than 50 times greater than any other developed country in the world; and

WHEREAS, no other developed country allows the ease of access to guns possible in the United States; all others requiring gun purchasers to demonstrate a compelling need; all others prohibiting citizen possession of semi-automatic assault weapons; and

WHEREAS, our nation's history is replete with threats and acts of violence against our leaders; and

WHEREAS, a brief review of our nation's chronology reminds us of tragedies in the past; and

WHEREAS, town hall meetings, talk radio shows, cable TV shows and political action campaigns have heightened anxiety and increased the risk of the reoccurrence of these tragedies; and

WHEREAS, some individuals have come to public events brandishing their firearms with the intent of raising anxiety levels and creating fear and intimidation.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its 2009 position on gun violence in the United States; and

BE IT FURTHER RESOLVED, that the NAACP work toward ensuring the safety of all citizens in the face of public acts to intimidate; and

BE IT FURTHER RESOLVED, that each local unit of the NAACP is encouraged to study the issue and consider how it can directly call upon federal legislators to close the gun show loophole by supporting Senate Bill 843; and

BE IT FINALLY RESOLVED, that the NAACP units will stand united in challenging the culture of gun violence by actively promoting non-violence, reconciliation and peacemaking.

7. Call to Repeal "Discriminatory Life without Parole Sentencing"

Adopted

WHEREAS, African- Americans are disproportionately represented throughout the United States criminal justice system beginning with arrest to incarceration to the use of the death penalty; and

WHEREAS, according to a July, 2009 Sentencing Project Study entitled *No Exit; the Expanding use of Life Sentencing in America*; and

WHEREAS, there are 41,095 individuals serving life without parole in the United States, of which 66.4% are persons of color; and

WHEREAS, there are also 1,800 juveniles serving life without the possibility of parole sentences, 77% of which are youth of color; and

WHEREAS, the imposition of the life without parole sentences is increasing at four-times the rate of life sentences and has increased 22% between 2003-2008; and

WHEREAS, seven state jurisdictions permit only life without parole sentencing; and

WHEREAS, life without parole has become America's surreptitious generic death penalty and it falls disproportionately upon the lower class and communities of color.

THEREFORE, BE IT RESOLVED, that the NAACP stands opposed to all forms of de-facto death penalty sentencing and stands in opposition to a legal system utilizing these socially predatory practices; and

BE IT FURTHER RESOLVED, that the NAACP urges all of its units to advocate in their respective states to fight against this modern barbarism; exposing the injustice of governments handing down death penalties under the guise of life without parole sentences; and

BE IT FINALLY RESOLVED, that the NAACP employ its full influence in the abolition of life without parole from both federal and state sentencing codes.

8. *End "Prison-Based Gerrymandering"*

Adopted

WHEREAS, the U.S. Census Bureau counts people in prison as residents of the community that contains the prison, not the community that they are legal residents of; and

WHEREAS, census data is the basis for legislative districts, counting incarcerated people as residents of the prison community enhances the weight of a vote cast in a district with a prison while diluting the weight of votes in all other districts; and

WHEREAS, this practice, which has come to be known as "prison-based gerrymandering", violates the United States Supreme Court's rule of "one person one vote" which requires that each person have the same access to government regardless of where they live; and

WHEREAS, African-Americans are incarcerated at a rate six (6) times higher than whites; and

WHEREAS, the majority of state and federal prisons are built in disproportionately white rural areas; and these same areas benefit financially from how the Census Bureau counts prisoners; and

WHEREAS, counting incarcerated people as residents of the prison community has a particularly negative effect on the voting strength of African-American communities; and

WHEREAS, in 2003, the African-American subcommittee of the Census Bureau's Race and Ethnic Advisory Committee recommended that the Census Bureau count prisoners as residents of their pre-incarceration addresses; and

WHEREAS, in 2006, the Census Bureau's own advisors at the National Research Council called on the Bureau to begin collecting the home addresses of incarcerated people and to study the best way to use those addresses; and

WHEREAS, in 2008, the NAACP convention in Cincinnati called on the Census Bureau to count incarcerated people as residents of their home addresses; and

WHEREAS, in 2009, Hilary O. Shelton, Director of the NAACP Washington Bureau, told the Washington Post that, "where incarcerated people are counted in the Census is a long-standing concern of the NAACP"; and

WHEREAS, in 2009, the NAACP Convention in New York reaffirmed its earlier resolution calling for the Census Bureau to change where prisoners were counted and decried the "enumeration of prisoners as local residents as violation of our nations' fundamental 'one person one vote' ethos of representational democracy, harkening back to the disgraceful three-fifths era of constitutionally sanctioned slavery"; and

WHEREAS, in December 2009, a dozen African-American leaders including representatives of the NAACP, Legal Defense Fund, National Urban League, Rainbow/Push Coalition, and the National Coalition on Black Civic Participation met with Commerce Department Secretary Gary Locke to ask for a change in how incarcerated people are counted in the Census; and

WHEREAS, the United States Census Bureau ignored all of these recommendations, and in April 2010, again counted more than 2 million incarcerated citizens as residents of the prison wherein they were imprisoned; and

WHEREAS, Congressman William Lacy Clay (D) of Missouri, Chairman of the House Subcommittee on Information Policy, Census and National Archives, recognized that the Bureau had squandered the planning time necessary to change where prisoners are counted, negotiated a groundbreaking agreement to

change how census counts of prisoners are reported to state and local governments; and

WHEREAS, the Census Bureau has agreed, for the first time, to release data on prison populations to states in time for redistricting; and

WHEREAS, Congressman Clay and voting rights advocates have urged states and local governments to take advantage of this more timely data to cease the practice of inflating the representation awarded to districts that contain prisons; and

WHEREAS, Peter Wagner, Executive Director of the Prison Policy Initiative, said in congressional testimony that a national change in where incarcerated people are counted in the Census must wait until 2011 when planning begins for the next Census, but that eliminating prison-based gerrymandering; and

WHEREAS, the impact of prison-based gerrymandering would be greatly reduced if state and county legislatures refused to credit prison districts with the incarcerated population.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms the 2009 resolution on ending prison-based gerrymandering; and

BE IT FURTHER RESOLVED, that the NAACP will continue to advocate to the United States Congress, the United States Department of Commerce and to the public that the Census count incarcerated people as residents of their last home address; and

BE IT FURTHER RESOLVED, that the NAACP request the United States Congress to address the disparity-gap in funding as a result of where prisoners are counted; and

BE IT FURTHER RESOLVED, that the NAACP concludes that until the Census Bureau counts incarcerated people as residents of their homes, the fundamental principle of “one person one vote” would be best satisfied if redistricting committees refused to use prison counts to mask population shortfalls in districts that contain prisons; and

BE IT FINALLY RESOLVED, that the NAACP advocate that the prison population census count not be used in any legislative district at the local, state and federal level.

9. Actual Innocence Initiative

Adopted

WHEREAS, enormous gains have been realized since the NAACP's creation, including the abolition of Jim Crow laws and the literal and of the unqualified terror of state-sanctioned lynching, the visceral experience of state-sanctioned theft of freedom, however, if not of life itself, for the innocent still permeates of society; and

WHEREAS, the Rand Corporation concluded that over 15% of prisoners in the United States, "Did no Crime"; and

WHEREAS, at least 24,000—more than the combined penal populations of eight states—innocent men and women are imprisoned in American today; and

WHEREAS, the direct governmental cost of this injustice exceeds \$576,000,000 per annum in unnecessary and unjust incarceration expenses; and

WHEREAS, the opportunity-costs of these hundreds-of-millions of dollars diverted from public education investments, health care provision, and infrastructure maintenance are tangible in the example of closing schools, citizens dying from the lack of affordable medical treatment, and collapsing bridges; and

WHEREAS, the indirect costs of the loss of economic earning stimulus and non-generated taxes by the imprisoned, moreover the additional burden of public welfare assistance for the needlessly shamed and struggling families are inestimable but also immense; and

WHEREAS, the longer these injustices prevail, the more they tax the public purse with over \$30,000,000 awarded in 2008 alone in wrongful conviction and incarceration reimbursements; and

WHEREAS, while it disgracefully takes an average of thirteen (13) years for the relatively few wrongful convictions that are eventually overturned to be corrected, the tragic fact of the present system is that tens-of thousands of innocent Americans will remain imprisoned, if not die behind bars; and

WHEREAS, "racial disparities in the criminal justice system are increasing at an ever-alarming rate, particularly for African-Americans," it is reasonable to deduce that not only are innocent persons of color incarcerated in America, but they are disproportionally represented in this grievous body of inappropriately imprisoned souls; and

WHEREAS, according to Article 8 of the Universal Declaration of Human Rights, of which the United States is a signatory, "Everyone has the right to an effective

remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or bylaw.”

THEREFORE, BE IT RESOLVED, “in the interest of justice” that the President of the United States, Barack Obama, issue an Executive Order for the United States Attorney General, Eric Holder, to join the NAACP, the Justice Institute, Amnesty International, the National Innocence Project, National Association of Defense Lawyers, any and all civil and human rights associations to appoint special investigators, special counsel, special prosecutors and special courts in every federal judicial district; and

BE IT FURTHER RESOLVED, that the governors in all states issue similar Executive Orders to achieve the same ends; and

BE IT FINALLY RESOLVED, that all NAACP units endorse and lobby for adoption of H.R. 3320, the “Justice for the Wrongfully Accused Act” in the 111th Congress.

10. *Establish a “Criminal Justice Impact Statement”*

Adopted

WHEREAS, one of every nine (9) black males is in prison or jail; and

WHEREAS, one of every three black males born today can expect to do time in state or federal prison if these current trends persist; and

WHEREAS, African-Americans are nearly six (6) times as likely to be incarcerated, but there is also broad variation of the ratio among the State of Iowa leading the nation with a black/white ratio of more than 13 to 1; and

WHEREAS, crime commission rates among the races and ethnicities has been determined to be similar, there is no judicial and/or public safety reason for such disparities; and

WHEREAS, the effects of high incarceration rates go beyond the trauma of incarceration itself, including extra challenges in gaining employment, reduced lifetime earnings, restrictions of various public benefits and voting rights; and

WHEREAS, the effects of incarceration also have broad consequences for the families of offenders, including the shame and stigma of that imprisonment, loss of financial, and emotional support of the loved ones behind bars; and

WHEREAS, the effects of incarceration extend to communities at large, with the challenges of re-entry resulting in high rates of recidivism and the consequent costs of burgeoning prison systems; and

WHEREAS, the states need policies and practices that can work effectively to promote public safety, they must also find ways to reduce the disproportionate rate of incarceration of people of color; and

WHEREAS, these imbalanced outcomes result from a complex set of socio-economic factors, overtly impartial criminal justice policies have unintended consequences that would be best addressed prior to adoption of new initiatives; and

WHEREAS, racial impact statements, similar to presently practiced fiscal and environment impact statements, are particularly important for criminal justice policies because it is exceedingly difficult to reverse sentencing policies once they have been adopted; and

WHEREAS, in 2007, the American Law Institute revised its Model Penal Code calling for sentencing commissions to prepare projections to quantify “demographic patterns” and with correctional resource projections; and

WHEREAS, the Model Penal Code “provision treats numerical disparities in punishment as an important societal cost that must be considered along with other factors when existing sentencing structure is assessed, or when changes within the system are contemplated”; and

WHEREAS, in 2007, the Delaware Supreme Court, in conjunction with the Delaware Criminal Justice Council, convened a Racial and Ethnic Fairness Summit, including 75 key policymakers, practitioners, and community leaders producing a working document promoting policies and perceived to be fair policies by all members of the community; and

WHEREAS, the 110th Congress introduced the bipartisan legislation of the Justice Integrity Act of 2008 calling for the establishment of broad-based task forces in ten United States attorney districts, comprised of leaders from the jurisdiction’s federal and state justice systems, as well as community representatives charged with producing racial and ethnic fairness plans analyzing data on prosecutorial decision-making, assessing whether disparities are explained by relevant legal variables, and recommending policies and practices reducing any unjustified disparities; and

WHEREAS, in 2008, the State of Iowa enacted near-unanimous legislation requiring, in addition to, preparing a correctional impact statement for policy changes, the legislative services agency should also conduct a racial impact analysis that examines the impact of sentencing or parole changes or racial and ethnic minorities; and

WHEREAS, in 2008, the State of Connecticut enacted similar bipartisan legislation; and

WHEREAS, in 2008, Wisconsin Governor Jim Doyle issued an executive order supporting the creation of a Racial Disparities Oversight Commission.

THEREFORE, BE IT RESOLVED, that the NAACP directs its State/State Area Conferences to advocate to their State Legislatures the mandated collection and disaggregation of racial and ethnic criminal justice data for the creation of racial impact statement to be considered in the promulgation of any and all new criminal justice policies or regulations within their state criminal justice systems; and

BE IT FURTHER RESOLVED, that, if such disparities are determined to exist, the units lobby their legislatures to enact racial impact statement procedures that rectify these unjust disparities within their criminal justice systems; and

BE IT FINALLY RESOLVED, that the NAACP support final passage of the Justice Integrity Act to serve as a national model of process in addressing discriminatory sentencing and incarceration practices.

**11. Seeking Abolishment or Repeal of “Mandatory Minimum Sentencing”
Adopted**

WHEREAS, one in every 100 (2.4 million) adults are now confined in America’s jails and prisons, resulting in the United States with only 5% of the world’s population imprisoning one-quarter of the planet’s prisoners; and

WHEREAS, our country chose the dubious distinction of being the leading numerical and per capita incarcerator in the history of the world, exceeding the combined prisoner populations of the 36 other next-ranking nations combined by nearly half-a-million citizens; and

WHEREAS, prison growth is not driven by increases in crime or overall population growth, rather primarily from the political policy choices of enacting various Mandatory Minimum sentencing schemes; and

WHEREAS, mandatory minimum sentencing laws were first enacted with New York State’s infamous Rockefeller Drug Laws in 1973, which required long mandatory minimum sentences even for first time, non-violent drug offenses extending to life in prison, and even recently modified leaving 10,000 such souls serving interminable terms; and

WHEREAS, over the next two decades, the majority of states and federal governments enacted Truth-In-Sentencing (TIS) statutes, mandating that a minimum of 85% of – what were already the longest prison sentences in the world—their terms be served before release consideration; and

WHEREAS, the cumulative result of these mandatory sentencing changes has been the tripling of the prison population from 1987 to 2007 and projected to grow another 200,000 over the next five years; and

WHEREAS, moreover, the impact of these (particularly drug-focused) unjust and ineffective policies has been most devastating in low-income neighborhoods of color, deporting entire generations of young men and women, destroying whole communities through mass incarceration; and

WHEREAS, by categorical example of this imbalanced (if not targeted) impact, African-Americans compose 13% of those committing drug offenses, but represent 60% of those serving various forms of Mandatory Minimum sentences across the criminal justice spectrum; and

WHEREAS, former-federal prosecutor and associate dean of George Washington University Law School, Paul Butler, stated in the Fall 2009 issue of *The Crisis*, "That's not only immoral, its crushing our families and neighborhoods."

THEREFORE, BE IT RESOLVED, that the NAACP work toward the education of all citizens in recommending that the repeal of Mandatory Minimum (i.e., TIS) sentences be a major accountability issue for elected officials/candidates who seek support from the disproportionately-impacted communities of color; and

BE IT FURTHER RESOLVED, that the NAACP direct its National Office to use its prestige and resources to repeal the Mandatory Minimum sentences; and

BE IT FINALLY RESOLVED, that the NAACP direct its members and encourage registered voters to contact their respective state and federal elected officials to repeal their states' and federal Mandatory Minimum sentencing statues.

12. *Making Communities Smart and Safe through Violence Reduction* **Adopted**

WHEREAS, violence is a pressing issue with real impacts in our communities; and

WHEREAS, most forms of violence are caused by family instability, improper parenting, intergenerational dynamics, hopelessness, poverty, lack of education, need for social acceptance, limited positive role models, negative media images, lack of effective and engaging community programs, unemployment, drugs, prison, which tend to be (Gang Training Camps) an overwhelmed justice system and racism, among other causes; and

WHEREAS, this resolution supports the Federal Bonding Program as far as the tax credit businesses and corporations to hire qualified employees so that they can gain livable employment; and

WHEREAS, such violence is causing youth of color to be incarcerated at disproportionately higher rates; and

WHEREAS, such violence is causing youth, and particularly African-American men, to disproportionately suffer higher rates of homicide; and

WHEREAS, such violence is causing communities of color to experience disproportionately higher crime rates, making neighborhoods and communities of color unsafe.

THEREFORE, BE IT RESOLVED, that the NAACP research best practices for evidenced-based safe community models, make information available about best practices and encourage units to advocate for best practices that lead to crime reduction.

13. *Ex Offenders: Hiring Tax Credits*

Adopted

WHEREAS, the Personal Income Law and the Corporation Tax Law authorize various credits against the taxes imposed by those laws, including a hiring credit for qualified taxpayers who hire qualified employees; and

WHEREAS, this resolution supports the Federal Bonding Program, as well as, the tax credit for businesses and corporation to hire qualified employees so that they can gain livable employment; and

WHEREAS, for purposes of this resolution, “qualified employees” means an individual who is an ex-offender employed by the taxpayer in a part-time or full-time position; and

WHEREAS, this resolution supports a tax credit for taxpayer (businesses, corporations, financial institutions, individuals, etc.) to hire “qualified employees” so that they gain meaningful livable wage employment, start a new and better life, and not be a burden to our country, our society, our family, our culture, be a productive citizen, reduce institutional recidivism.

THEREFORE, BE IT RESOLVED, that the NAACP work to support and advance federal and state legislation (i.e., Work Opportunity Tax Credit) that provide a “tax credit” to businesses as an incentive to hire, employ and/or enter into a contract agreement with formerly incarcerated people. This will entitle thousands of Men and Women of Color an opportunity at the American Dream.

14. *Rehabilitation of Prisoners Confined to County Jails and State Prisons*
Adopted as amended

WHEREAS, one in four African-American males between the ages of 16-30 will spend some time in either a county jail or state prison; and

WHEREAS, there are more African-American males in county jails and state prisons than in the state colleges and universities; and

WHEREAS, the cost of incarcerating a prisoner for one year can be as high as \$30,000.00, and the average cost spent on education for a student per year in the United States is approximately \$7,500.00; and

WHEREAS, the average cost to society for an individual, who is confined to the prison system over his/her lifetime is approximately \$1,000,000.00 in prison cost, lost income, tax payments to the state and local governments, victim costs, etc.; and

WHEREAS, the human cost in victimization, lost property, personal losses, and effects on the quality of life in inner-city urban communities is immeasurable; and

WHEREAS, it is statistically proven that the higher the education level of an individual the lower the possibility that the individual will engage in criminal acts; and

WHEREAS, that the lack of education is a key element in those who are most likely to commit criminal acts; and

WHEREAS, those who are sent to jail or prison are likely high school dropouts; and

WHEREAS, counties and states provide little or no educational or job training opportunities to those they incarcerate; and

WHEREAS, idle minds in jail and prison, and a culture of crime, failure and denial manifest itself in hardening those in prison, who gain no educational experience while incarcerated; and

WHEREAS, all state and local communities would benefit from educating and training the incarcerated during their time in prison; and

WHEREAS, they would have some type of employable job skill, or literary training upon leaving jail or prison, that would lower the possibility of them re-offending.

THEREFORE, BE IT RESOLVED, that the NAACP promote any and all legislation, rules and regulations that mandate the education and/or the teaching of employable job training skills for all prisoners in county jails and state prisons throughout the United States; and

BE IT FURTHER RESOLVED, that the NAACP, through its National Office, State Conferences and Branches conduce educational seminars on critical program and policy of project labor agreements to support local hiring and training of citizens in jurisdictions of infrastructure projects; and

BE IT FINALLY RESOLVED, that the NAACP work to advance legislation, rules and regulations to further the cause of providing mandatory educational opportunities and job training programs to all prisoners in all county jails and state prisons in the United States.

15. *Establishing "State Reinvestment Commissions"*
Adopted as amended

WHEREAS, the NAACP reiterates its commitment against the United States having the largest prison population in the world and the current state of education in the country; and

WHEREAS, over a 30 year period, the number of people incarcerated in America quadrupled from roughly 500,000 to 2.3 million; and

WHEREAS, America has the dubious distinction of having the world's largest prison systems and the highest incarceration rate in the world (754 per 100,000 people). African-Americans constitute about 12% of the non-incarcerated residential population but in 2007 black males comprised 30% and black females 27.8% of the incarcerated population; and

WHEREAS, one in three African-American males born in 2001 run the risk of serving time in prison or death before their 34th birthday; and

WHEREAS, between 1987-2007 State spending on incarceration increased 127% as spending on higher education has only increased 21%; and

WHEREAS, the United States spends \$70 billion a year incarcerating people, 6 times more than on higher education; and

WHEREAS, there needs to be an entity which will identify policies responsible for over incarceration; and

WHEREAS, these entities will perform an economic impact analysis of how much money will be saved by eliminating policies responsible for over incarceration; and

WHEREAS, these entities will make recommendations to state legislators on what laws should be changed to reduce the prison population, save state dollars tagged for incarceration and shift dollars saved from incarceration to education budgets each year.

THEREFORE, BE IT RESOLVED, that the NAACP urge each state to establish Reinvestment Commissions to identify policies responsible for over incarceration, reform economic policies responsible for over incarceration, and make recommendations to shift state dollars from incarceration to education.

16. *NAACP Supports the Investigation into the Shooting Death of Imam Luqman Ameen Abdullah*
Adopted

WHEREAS, Imam Luqman Ameen Abdullah, a local Muslim leader, was shot to death in Dearborn, Michigan, where the largest number of Muslim reside outside the Middle-East, on October 28, 2009 by Federal Bureau of Investigation (FBI) agents; and

WHEREAS, Imam Abdullah, 53, was shot 20 times in less than five seconds when the FBI raided a warehouse, in a report released by Wayne County’s chief medical examiner; and

WHEREAS, the chief examiner also reported that 20 shots caused 21 wounds, mostly on the left side of Abdullah’s body from the abdomen down, that it could not be determined which one was the fatal gunshot wound; and

WHEREAS, the chief examiner stated that “We see many multiple gunshot wound cases, but I don’t ever remember police being involved in one that had as many gunshot wounds as this one”; and

WHEREAS, FBI officials in Detroit have said “Abdullah fired a gun when they tried to arrest him at the Dearborn warehouse and the fatal shooting was justified”; and

WHEREAS, the Council on American-Islamic Relations Michigan (CAIR) office said photos it obtained from the medical examiner show evidence not included in official reports of the October 28 shooting death; and

WHEREAS, the Honorable John Conyers and a coalition of civil rights groups has sent a letter to the U.S. Department of Justice requesting a probe into

Abdullah's shooting to know whether excessive force was used during the FBI's raid and Abdullah's shooting.

THEREFORE, BE IT RESOLVED, that at a time when our national security depends so heavily on positive relations with Muslim communities in the United States and around the world, the NAACP pledge to support the demand for the U.S. Department of Justice, Civil Rights Division, to look into the controversial shooting of Imam Abdullah and provide a thorough, rigorous, credible and transparent investigation, and that the results of that investigation be released to the public.

ECONOMIC DEVELOPMENT

1. *Equitable Distribution of American Recovery and Reinvestment Act (ARRA) Funds and Comprehensive Job Legislation* **Adopted as Amended**

WHEREAS, the nation now faces its worst economic crisis since the Great Depression and while all communities have been affected by the economic downturn; communities of color, and older populations of all racial groups have experienced a disproportionately negative impact; and

WHEREAS, since the fall of 2009 the national unemployment rate has stayed near 10%; during the same time the unemployment rate among African-Americans have been higher than all other racial groups across all age groups between 15.2% in November 2009 and 17.3% in January 2010; and

WHEREAS, states and local municipalities are facing severe budget cuts, many communities are finding it difficult, if not impossible, to meet the five most basic needs of residents: education, health care, public safety, child care, and public transportation; and

WHEREAS, the traditional approaches such as the Small Business Administration, although increased are not impacting many small Black businesses; and

WHEREAS, it is estimated that the American Recovery and Reinvestment Act of 2009 will distribute \$787 billion dollars to stimulate economic recovery and it is estimated that 7 million jobs will be saved or created; and

WHEREAS, the poor, disabled, elderly, women, children, and the unemployed make up the greatest proportion of the American population who have been disproportionately economically disadvantaged and represent vulnerable populations that rely on federal services to meet their basic needs and sustain a descent standard of living; and

WHEREAS, Congress has shamelessly shifted its priority from ensuring that the basic needs of vulnerable populations are met to unnecessary and imprudent war funding; and

WHEREAS, failure to four nation to provide for the most vulnerable segments of our population especially during this time of national economic recession is demoralizing and inhumane; and

THEREFORE, BE IT RESOLVED, that the NAACP supports the *Local Jobs for America Act* (H.R. 4812) which would create a million public and private jobs this year and put those Americans who are struggling to support their families back to work, while at the same time helping states and municipalities meet the basic needs of their communities; and

BE IT FURTHER RESOLVED, that the NAACP call upon all members of Congress to move beyond the impasse on the expansion of Medicaid and extension of benefits to the unemployed and to prevent any elimination and reduction of critical services to vulnerable populations; and

BE IT FURTHER RESOLVED, that the NAACP calls for a diverse coalition of American people and organizations to stand together as One Nation, united to remind members of the United States House and Senate that the United States Congress is the People's house and we, The People, oppose all actions of Congress that place higher priority of funding on unnecessary and injudicious wars over funding public education, extending benefits to the unemployed, providing jobs for youth, and caring for the poor, disabled, elderly and children; and

BE IT FURTHER RESOLVED, that the NAACP demand that the federal government assure a fair and equitable distribution of American Recovery Reinvestment Act (ARRA) funds and other federal initiatives designed to stimulate economic recovery through jobs, small businesses, other investment, and entrepreneurship opportunities in communities with high need, and in communities of color; and

BE IT FURTHER RESOLVED, that the NAACP call upon the Administration to develop creative new approaches as has been done for the auto industry and the financial giants to bridge the gap in the recovery and increase in small businesses ensuring inclusiveness of results for Black businesses; and

BE IT FURTHER RESOLVED, that the NAACP will continue to monitor and advocate for ARRA and other federal funds to be directed to states and municipalities with the greatest need for employment and to ensure that opportunities are implemented with the highest degree of transparency and fairness; and

BE IT FURTHER RESOLVED, that the NAACP supports comprehensive community investment and jobs legislation to address not only the unemployment crisis facing our nation, but also the challenges being faced by states and local municipalities in meeting the basic education, public safety, health care, child care, and public transportation needs of communities of color;

BE IT FINALLY RESOLVED, that the NAACP, through its National Office, State Conferences and Branches conduct educational seminars on the critical program and policy of project labor agreements to support local hiring and training of citizens in jurisdictions of infrastructure projects.

EDUCATION

1. *Curriculum Reform and Diversity in Education*

Adopted

WHEREAS, the NAACP remains firmly committed to comprehensive, quality education from pre-school through post-graduate study; and

WHEREAS, we recognize that combating re-segregation while striving for desegregation and quality education will have a number of diversity impacts on all aspects of learning, beyond the simple creation of a diverse student body; and

WHEREAS, students of color have been shown to benefit from a rich, relevant, challenging curriculum delivered and assessed with a variety of methods; and

WHEREAS, such diversity in teaching and learning methods would include lessons and tests tailored to fit varied learning styles, and allowing special education students to be integrated to the greatest extent possible with their non learning-disabled peers.

THEREFORE, BE IT RESOLVED, that the NAACP will work for diversity in a range of school processes, including, but not limited to recruitment, hiring and retention of teachers, creative curriculum, and teaching and assessment methods; and

BE IT FURTHER RESOLVED, that the NAACP will measure diversity in curriculum by the inclusion of African and African-American history and the history of the nation's broad struggle for civil rights in the curriculum as a required, rather than voluntary element; and

BE IT FURTHER RESOLVED, that the NAACP advocate for a diverse teaching corps, generated by diversifying the pipeline of prospective teachers along racial, cultural, linguistic and socioeconomic lines, with a particular emphasis on strategies that allow communities to "grow their own" educators; and

BE IT FURTHER RESOLVED, that the NAACP will work for diversity in access to a challenging curriculum, rather than ability grouping that denies some students access to the highest opportunities to learn; and

BE IT FURTHER RESOLVED, that the NAACP requests the President of the United States to convene a summit meeting by the Secretary of Education with the NAACP and key urban and rural African-American and other ethnic minority educators and social scientists; and

BE IT FURTHER RESOLVED, that after the summit meeting, the Secretary of Education considers establishing a task force on urban and rural educational reform; and

BE IT FURTHER RESOLVED, that the task force membership be comprised of representation of parents, lay people, school and university professionals, civic organizations, educational professional organizations, state educational agencies, legislators, and the NAACP; and

BE IT FINALLY RESOLVED, that the NAACP will solicit written suggestions and position papers from its units via each State developing a brief report for review by a National NAACP volunteer professional committee to assist in preparing a NAACP Education Reform Set of State Guidelines.

2. *Vigilant Opposition to Vouchers and Public Subsidies of Private Corporations*
Adopted

WHEREAS, the NAACP has a long history of support for a free, public, high quality education for students of color; and

WHEREAS, the NAACP reaffirms its "unalterable" opposition to school voucher programs because they take financial support from the limited resources which public schools now receive; and

WHEREAS, the NAACP upholds and reaffirms its policies to oppose them as expressed in prior resolutions; and

WHEREAS, we note the need for awareness and vigilance around the use of the language promoting “schools of choice”, such as privately owned charter schools, vouchers systems and other school formats that siphon public resources and students from the public system are often promoted in the guise of tax credits, scholarship programs and transfer plans; and

WHEREAS, such alternative school formats can only serve a small percentage of students which disadvantages the majority of our communities; and

WHEREAS, we are increasingly concerned about any schooling mechanisms that threaten and deplete resources for public schools, realizing the importance of the Association’s advocacy in giving voice to the voiceless masses of students who are locked out and left out.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms its support for any other alternative formats that do not remove dollars from publicly accountable systems and their commitment to protect each student’s right to free and high quality education.

3. Elementary and Secondary Education ACT (ESEA) and Individuals with Disabilities Act (IDEA)

Adopted

WHEREAS, the NAACP reaffirms its commitment to advocate for a complete revision of the 1965 Elementary and Secondary Education Act (ESEA) (most recently named NCLB) to include redefining the accountability process, and demanding 100% of the Title One Funding to low-performing school districts to offer dual language programs and additional professional development for teachers; and

WHEREAS, the ESEA is again being considered for revision; and

WHEREAS, the NAACP reaffirms its commitment to work for the responsible implementation of the Individuals with Disabilities Act (IDEA), which is also being considered for revision; and

WHEREAS, consideration of the two bills at the same time has the potential for major impact on disadvantaged students and students of color, who are disproportionately represented among special needs populations; and

WHEREAS, the ESEA specifically speaks to the importance of parental involvement and involvement of communities.

THEREFORE, BE IT RESOLVED, that the NAACP will take all appropriate action to maximize the benefits and minimize the harm to students of color, special needs students and the disadvantaged issuing from the reauthorization of these and other laws affecting needy students; and

BE IT FINALLY RESOLVED, that the NAACP pledges to work closely with allies to be intimately involved in the reauthorization efforts referenced above, and to advocate for reforms that result in fairer discipline processes, maximum access to high quality teaching, learning opportunities and equitable funding.

4. Turning Around “Low Performing Schools”

Adopted

WHEREAS, the federal government has designated the bottom 5% of schools in each state as Turnaround Schools and set-aside funds through the school improvement Grant process to improve performance at these schools; and

WHEREAS, many of these schools serve large proportions of children of color and disadvantaged students for whom the NAACP advocates; and

WHEREAS, the secretary of education’s rules for the program call on reformers to create “community-oriented schools” in at least one of the suggested turnaround models; and

WHEREAS, research and experience suggest that communities that are actively involved in their children’s learning enjoy greater academic success; and

WHEREAS, the Elementary and Secondary Education Act, the main federal law governing education for disadvantaged students, requires structures for parental involvement; and

WHEREAS, the NAACP has consistently advocated for quality education for all children, including but not limited to access to high quality teaching, equitable resources, fair discipline and a challenging curriculum that prepares children for careers and college; and committed itself in 2009 to “develop local advocacy and legal strategies to improve our schools...to ensure that the nation properly invests in the education of all public school students.”

THEREFORE, BE IT RESOLVED, that the NAACP reaffirms previous resolutions designed to ensure access to high quality teaching, equitable resources, fair discipline and a challenging curriculum; and

BE IT FURTHER RESOLVED, that NAACP education leaders will actively participate in the selection and implementation of methods to improve turnaround schools by devising structures such as coalitions of community stakeholders,

which shall include members of the branch or unit education committee as well as a broad range of community allies and experts; and

BE IT FURTHER RESOLVED, that the unit's education committee chair shall regularly update the national education department in accordance with its guidance as to the composition and activities of these structures; and

BE IT FURTHER RESOLVED, that the coalitions, where possible, should be convened in conjunction with sympathetic school board members as formal and regular advisors for the board and should always participate at least twice annually in documented meetings with state and local public education officials; and

BE IT FINALLY RESOLVED, that these coalitions or bodies should pay particular attention to whether turnaround plans impact the school district's de-segregation status, and proposals to close schools in communities of color, but may choose to expand their mission and function beyond these items to other educational matters of interest such as teacher distribution, discipline and resource equity.

5. A Call for Halting Public Education School Closings Adopted

WHEREAS, quality education is a major civil right which has been historically advocated by the NAACP; and

WHEREAS, urban districts across the country are preparing to close schools as they adjust to declining populations. Twenty-six in Kansas City, forty-one in Detroit and more than two dozen altogether in Pittsburgh, Cleveland and Chicago; and

WHEREAS, continuing budget cuts by State legislatures to Public Schools in order to spare wealthier school districts; and

WHEREAS, the seizure and re-distribution of these public funds ensure that equal educational opportunity for all children will not be achieved; and

WHEREAS, failure to achieve equal educational opportunity is contrary to and inconsistent with the guarantees contained in the United States Constitution and affirmed in the landmark *Brown v. Board of Education* decision; and

WHEREAS, all government agencies have the duty and responsibility to address the needs of public education, as provided by the Federal "No Child Left Behind Act."

THEREFORE, BE IT RESOLVED, that the NAACP launches a national investigation into funding of Public School Districts, in which the States continue to take money away from the Department of Education and put it in the funds to house non-violent offenders in the Department of Corrections causing closures of schools due to lack of funds; and

BE IT FURTHER RESOLVED, that the NAACP direct all its units to be vigilant in their opposition to such Public School closures; and

BE IT FURTHER RESOLVED, that the NAACP encourages all units to continue to advocate through direct action, legislation and litigation against unequal funding for urban school districts; and

BE IT FINALLY RESOLVED, that the NAACP encourages all its units to contact their members of congress and to tell them “Not to Close Public Schools” and to advocate for equal funding to Public School Districts.

6. Charter Schools

Adopted as Amended

WHEREAS, charter schools are public schools which were originally designed to explore new approaches to educate students; and

WHEREAS, in some cases, charter schools have become a school model that is used to segregate students; and

WHEREAS, charter schools too seldom informed the education community regarding innovative instructional strategies that accelerate academic achievement in the general population of students; and

WHEREAS, the Center for Research in Educational Outcomes (CREDO) which examined charter school data in fifteen (15) states and the District of Columbia confirmed that only 17% of the charter school students in the study outperformed their peers, while 46% performed no better and 37% performed worse; and

WHEREAS, charter schools operate more autonomously than traditional public schools in the use of funds, adherence to state laws and school policies, selection and removal of students, and the selection and removal of staff, thus creating separate and unequal conditions for success; and

WHEREAS, charter schools draw funding away from already underfunded traditional public schools; and

WHEREAS, the NAACP recognizes that at best, quality charter schools serve only a small percentage of children of color and disadvantaged students for

whom the NAACP advocates relative to said population left behind in failing schools; and

WHEREAS, the NAACP recognizes the urgent need to provide quality education for all children, not only those fortunate enough to win lotteries to attend existing quality charter schools; and

WHEREAS, the NAACP is committed to finding broad based, effective solutions for immediate implementation to improve the quality of public education for all children.

THEREFORE BE IT RESOLVED, that the NAACP will strongly advocate for immediate, overarching improvements to the existing public education system; and

BE IT FURTHER RESOLVED, that the NAACP rejects the emphasis on charter schools as the vanguard approach for the education of children, instead of focusing attention, funding, and policy advocacy on improving existing, low performing public schools and will work through local, state and federal legislative processes to ensure that all public schools are provided the necessary funding, support and autonomy necessary to educate all students; and

BE IT FINALLY RESOLVED, that the NAACP will urge all of its Units to work to support public schools throughout the nation to educate all children to their highest potential.

7. Promotion of High Standards for All Public Schools

Adopted as amended

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

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

WHEREAS, the current environment is generating quasi-public school formats wherein public money is sometimes spent outside of the traditional processes of accountability; and

WHEREAS, the NAACP sets forth a set of high standards for all public schools that includes:

1. Improving districts in which they're housed, specifically, entering into a joint plan with the district to share best practices and mentor other (especially low-performing) schools and teachers in practices that show results.

2. Being subject to claw-backs: Non-governmental school operators should enter into an agreement with the district to restore public funds and other incentives (such as free space or per pupil allocations for portions of the school year) if the school should fail to serve students individually or fulfill their mission.
3. Collaborating with teachers: Schools & districts should collaborate with teachers' unions to produce progress, drawing on unions' historical and current experience in running successful schools and classrooms.
4. Possessing high admissions criteria and close oversight: All schools should be governed by an authority or oversight body with technical assistance capacity adequate to help them meet the needs of all students and that shall enforce non-discrimination and prevent segregation in terms of race or ability.
5. Possessing elements common to all successful public schools: such as
 - Aligned balanced and historically accurate curricula, that is supported by recognized subject matter experts concerning the particular areas specifically, providing access and support for all students to engage with a challenging curriculum;
 - A high degree of parent involvement;
 - Great teacher support, specifically, a thoughtfully designed system to attract and continuously develop excellent teaching skill among both new and veteran staff;
 - Strong leadership, specifically, an explicit system of distributed, collaborative leadership among staff, parents and community, and
 - Extended learning time, which the Association has endorsed in prior resolutions.
6. Demonstrating fulfillment of a need: All schools should demonstrate their alignment with and readiness to meet student needs in the area which they serve.
7. Using multiple, growth measures: Schools should measure and report their progress using a balanced scorecard of metrics that extend beyond test scores and take into account student growth.
8. Ensuring an open admissions policy where all students in a given area have an equal chance for entry without requiring an application process.
9. Including access to resources matching needs of any student they will serve.

10. Ensuring a thoughtfully developed system for ensuring college-and career-ready graduation.

11. Employing a plan for an equitable system of discipline.

THEREFORE, BE IT RESOLVED, that all new schools should meet the criteria above in addition to demonstrating a record of success with similar students or the likelihood of high-fidelity implementation of a research proven plan likely to generate success with similar students; and

BE IT FURTHER RESOLVED, that the NAACP stands against re-segregation of public schools and for high quality constitutional socioeconomically diverse schools; and

BE IT FINALLY RESOLVED, that the NAACP work to make these standards the norm for new and reconstituted schools nationwide.

8. *Federal & Local Efforts to Eliminate Zero Tolerance and Discipline Disparities*

Adopted

WHEREAS, nationwide, students of color experience rates of punishments in school - ranging from office referrals to corporal punishment, suspension, and expulsion – that far exceed their numbers in the school population or the share of offenses they commit; and

WHEREAS, when school districts adopt a “zero tolerance” policy that relies heavily on exclusion from the classroom as a discipline strategy, such policies often have a disproportionate impact on students of color; and

WHEREAS, in the short term, expulsions and suspensions typically result in missed instructional time and, for some students, only speed up a cycle of academic failure, disengagement, and escalating rule breaking; and

WHEREAS, long term, repeated suspensions and expulsions have been linked with lower academic achievement, dropping out and delayed high school graduation; and

WHEREAS, when discipline incidents are referred to school officers or juvenile justice officials, it is often a gateway to repeated involvement with the criminal justice system, perpetuating a school to prison pipeline; and

WHEREAS, the NAACP reaffirms its prior resolutions condemning the disproportionate use of suspensions and expulsions for African-American students and urging local districts to review their policies and develop plans to eliminate discriminatory practices.

THEREFORE, BE IT RESOLVED, that the NAACP will work actively to eliminate zero tolerance policies whenever possible and shape discipline policies that use suspension and expulsion as a last resort and for only the most serious offenses; and

BE IT FURTHER RESOLVED, that the NAACP will promote alternative policies that do not remove students from the learning environment or rely on law enforcement for discipline that could be handled at school and are proven to positively impact school climate and academic success, such as Positive Behavioral Intervention Systems; and

BE IT FINALLY RESOLVED, that the NAACP will work in concert with allies to promote federal incentives and sanctions to motivate states and districts to eliminate zero tolerance policies and develop more humane, non-exclusionary alternatives that do not disproportionately disadvantage minority students.

ENVIRONMENTAL JUSTICE

1. NAACP in Opposition to Expanded Offshore Drilling Without Adequate Safety Technology and Clean Energy Measures in Place

Adopted as Amended

WHEREAS, sound principles of climate and environmental justice oppose processes that are damaging to the environment and most especially to communities of color; and

WHEREAS, the 2009 Resolution on Climate Change emphasizes minimizing harm to our communities and advancing clean energy; and

WHEREAS, offshore drilling is not a viable long term solution to energy independence and economic development; and

WHEREAS, offshore oil drilling is known to be a hazardous process which has resulted in large oil spills thereby causing: damage to livelihoods of coastal dwelling people and people who rely on tourism, displacement of those who live on the coast and on houseboats, disruption of the food supply of coastal dwelling persons, as well as, disruption of the ecosystem by killing fish and birds that are sea-dependent; and

WHEREAS, the President of the United States has now called a moratorium to his offshore oil drilling initiative which clearly shows the continuing hazards and safety issues involved in offshore oil drilling; and

WHEREAS, the April 2010 British Petroleum (BP) oil spill was of such grave magnitude that it may be the biggest oil spill in history and is threatening the already hurricane ravaged gulf region and is illustrative of the threat of offshore oil drilling; and

WHEREAS, no effective oil spill cleanup or containment technology currently is available to effectively respond to an offshore drilling or transportation accident.

THEREFORE, BE IT RESOLVED, that the NAACP is in opposition to offshore oil drilling operations that don't meet the following criteria: A) show that they have a plan for shutting them down in the event of an emergency, B) show proof that a rig's blowout preventer has been rigorously tested and C) show proof that sufficient resources have been allocated for a cleanup in the event of a spill; and

BE IT FINALLY RESOLVED, that the NAACP supports exploration of clean energy alternatives including wind, solar, hydro, and geothermal solutions in addition to efforts to conserve and reduce energy consumption; and that the NAACP will engage the federal interagency working group to develop, implement and fund job training programs in Environmental Justice communities with superfund and Brownfield sites.

2. *Establishing "Environmental Justice Earth Day"*

Adopted

WHEREAS, a safe and clean environment should be protected as a civil right; and

WHEREAS, 2010 is the 40th Anniversary of Earth Day which has created greater awareness of the need to protect the environment, and progress has been made in cleaning particular rivers and lakes; and

WHEREAS, the greater use of chemicals, plastics, oil and gas, coal, pharmaceuticals, and agriculture with chemical based fertilizers and pesticides, has created significant water pollution, food pollution, and pollution in our bodies; and

WHEREAS, the poor and minorities are specifically susceptible to this pollution such as largely Hispanic farm workers exposed to agriculture chemicals and also health disparities among minorities including such as high blood pressure, obesity and literacy; and

WHEREAS, ‘Environmental Justice’ is defined as a range of rights including a cleaner environment and poor and minorities have the right to determine policies such as placement of landfills which create methane gas and polluted water or plants which manufacture chemicals [The Principals of Environmental Justice(EJ)]; and

WHEREAS, that ‘environmental justice’ does not now exist for minorities and the poor who live near landfills, consume water laden with agriculture, pharmaceutical, and industry chemicals, who live and work in areas of intense chemical manufacture, or who live near other polluters.

THEREFORE, BE IT RESOLVED, that the NAACP affirms its commitment to ‘environmental justice’ including open decision making process that allows those injured by pollution to participate in decision making; and

BE IT FINALLY RESOLVED, that the NAACP will work on environmental justice issues and observe with “like-minded” citizens and groups on “Environmental Justice Earth Day” in April of each year to further define progress which must be made toward achieving Environmental Justice.

3. NAACP Youth & College Division “Environmental Justice Engagement” Adopted

WHEREAS, the urban communities of color in America suffer disproportionately from poorly, unsustainably built environments with obscene levels of groundwater chemical exposure, brown field sites, automobile congestion, concrete jungles, littered public spaces, dirty fossil fuel and coal-driven energy; and

WHEREAS, youth are especially vulnerable and at risk to these perturbations of poor air quality and polluted open spaces; and

WHEREAS, factors such as clean communities with green open spaces and outdoor education have been proven to develop motor skills, promote socially cohesive environments, improves understanding of mathematical and scientific concepts which our nation needs to close the achievement gap; and

WHEREAS, the world’s most powerful social movements such as the Civil Rights Movement have been steered by the younger citizens of America and our generation is conscious of its ability to affect positive civic change with technology, new media, and grassroots mobilizing; and

WHEREAS, the green movement can only poise itself to, as put by NAACP President Benjamin Todd Jealous, “close the Black Green gap,” with the deliberate involvement of tomorrow’s future leaders who are indelibly members of the Youth & College Division; and

WHEREAS, environmental engagement is an avenue for the Youth & College Division to improve health by addressing biospheric conditions in communities, bolster economic empowerment through demanding green labor opportunities and advance higher education options with budding clean energy careers; and

WHEREAS, the NAACP has nationally adopted the Joint Resolution on Climate Change on July 12, 2009 and subsequently established the much-needed Climate Justice Initiative; and

WHEREAS, the NAACP National Office has appointed officials to mobilize all units on climate activism while the Youth & College Division has otherwise been silent on environmental activism in this crucial political season.

THEREFORE, BE IT RESOLVED, that the NAACP, through the Youth & College Division, research the possibility of expanding its set of key issue areas which currently includes Economic Empowerment, Education, Health, Juvenile Justice and Voter Empowerment to include Environmental Justice with the ultimate goal of creating an Environment Justice Standing Committee for youth units; and

BE IT FURTHER RESOLVED, that the NAACP, through the Youth & College Division, advocate to local, state and national elected officials for cleaner, greener communities; environmental policies that do not harbor environment injustices which undermine the health of our young; do not keep urban adolescents inside to never enjoy their natural surroundings; and do not buffer our young adults out of the clean energy sector; and

BE IT FINALLY RESOLVED, that the NAACP, through the Youth & College Division, lead partnerships with youth-oriented, progressive, green advocacy groups such as, but not exclusive to, Green for All, Hip-Hop Caucus, Repower America, No Child Left Inside and Americans for Energy Leadership, to energize its units around these facets of environmental engagement for people of color to realize the American Dream.

HEALTH

1. NAACP Supports Full Implementation of the Federal Health Care Reform Law Adopted

WHEREAS, the NAACP strongly supports the new federal law reforming our Nation's health care system and hopes that states will do everything possible to

ensure that the new law is implemented to the fullest extent and as expeditiously as possible; and

WHEREAS, prior to enactment of this law, 47 million Americans had no health insurance; and

WHEREAS, more than 880,000 African-Americans nationwide died in the past decade due to the disparities in our health care system; having access to quality, affordable health care is not something that should be reserved for the wealthy, or the few; and

WHEREAS, not having health insurance has been proven to be difficult for a person's well being, and consequently for the financial health of our Nation; and

WHEREAS, on March 23, 2010, H.R. 3590, the NAACP-supported, *Patient Protection and Affordable Care Act* was signed into law by President Barack Obama; then on March 30, 2010, H.R. 4872, the NAACP-supported *Health Care and Education Reconciliation Act of 2010* was signed into law, together these two bills represent a much-needed, major overhaul of our Nation's broken health care system; and

WHEREAS, the new law will extend health insurance coverage to about 32 million American men, women and children who do not currently have health insurance coverage; and

WHEREAS, the new law provides lower costs and financial relief for American families; and

WHEREAS, the new law also provides Americans with greater choices in health care coverage and eliminates insurance company discrimination; and

WHEREAS, the new law also takes an aggressive approach to ending health care disparities that continue to plague racial and ethnic minority Americans; and

WHEREAS, the new law also puts a premium on Preventive Care for Better Health; and

WHEREAS, like the 1965 law establishing Medicare and Medicaid, the success of the 2010 Health care reform legislation depends now largely on how well it is implemented; and

WHEREAS, in 1965, the new law was threatened by doctors, who were concerned that their ability to prescribe their treatments and collect their fees might be threatened, and by hospitals, primarily in the south, which did not want to integrate (a requirement under the new law for participating in the Medicare / Medicaid program); and

WHEREAS, eventually the majority of the doctors agreed to participate in the program and the hospitals capitulated and integrated rather than lose millions of dollars in federal funds; and

WHEREAS, today, Medicare and Medicaid are seen as two of the more successful federal programs, ensuring health care to millions of Americans nation-wide; and

WHEREAS, under the new law, states are required within four years to establish state insurance exchanges through which residents may obtain better tailored and more cost effective health insurance; and

WHEREAS, since enactment of the *Patient Protection and Affordable Care Act*, 14 state Attorney Generals have already sued to stop the reform from being implemented.

THEREFORE, BE IT RESOLVED, that the NAACP strongly supports the full implementation of the *Patient Protection and Affordable Care Act*; and

BE IT FURTHER RESOLVED, that the NAACP commend the Obama Administration and those Members of the United States House and Senate for supporting and enacting this historic measure; and

BE IT FURTHER RESOLVED, that historically black medical schools be assured of appropriate funding consistent with future physician training needs; and

BE IT FURTHER RESOLVED, that the NAACP deplore the tactics being taken by the Attorney Generals of Florida, South Carolina, Nebraska, Texas, Michigan, Utah, Pennsylvania, Alabama, South Dakota, Louisiana, Idaho, Washington, Virginia Colorado and Indiana to block the implementation of this crucially needed and democratically adopted new health care reform law to be deplorable and will only result in the unnecessary suffering and the preventable death of more Americans that lack access to healthcare; and

BE IT FINALLY RESOLVED, that the NAACP encourages these states to take immediate action with advocacy office visits, press conferences, public forums and other promotional initiatives with assistance from the Washington Bureau and National Office to speak out against these reckless undemocratic legal maneuvers.

2. *Reducing the Consumption of Sugar Products in African-American Communities*

Adopted as Amended

WHEREAS, according to the Journal of the American Medical Association (“JAMA”), over 23 million (1/3 of the American population) adults and adolescents are overweight or obese; and

WHEREAS, health issues like obesity and diabetes are serious conditions affecting African-American families and children at a more disparate rate than our White counterparts; and

WHEREAS, African-American children ages 6 to 11 are more likely to be obese or overweight than white children; and

WHEREAS, the consumption of high sugar products adversely affects oral health; and

WHEREAS, The American Heart Association (AHA) recommends minimizing consumption of products with added sugars; and

WHEREAS, the AHA also states that "excessive consumption of sugars has been linked with several metabolic abnormalities, adverse health conditions, as well as shortfalls of essential nutrients"; and

WHEREAS, America’s leading beverage companies value their longstanding relationship with the NAACP and its local chapters and believe that all stakeholders have a role in addressing obesity, including all levels of government, the business community, and non-profit service providers; and

WHEREAS, The Coca-Cola Company, Dr Pepper, Snapple Group and PepsiCo Inc., along with the Alliance for a Healthier Generation, committed in 2006 to limiting the number of calories available to students of all ages by removing full-calorie soft drinks from all schools as well as limiting portion sizes of lower-calorie and nutritious beverages offered; the successful implementation of that commitment resulted in an 88% reduction in beverage calories shipped to schools and a 95% reduction in shipments of full-calorie soft drinks; and

WHEREAS, according to research conducted by the Robert Wood Johnson Foundation, as prices of unhealthy products increase as consumption of them decreases which can affect obesity and the on-set of illnesses like diabetes and oral decay; and

THEREFORE, BE IT RESOLVED, that all NAACP units are encouraged to reduce the use of sugar sweetened products and encourage consumers to make healthy choices; and

BE IT FINALLY RESOLVED, that the NAACP and its local units explore ways to collaborate with public officials, community organizations, churches, schools, local recreation centers, the business community and organizations such as Let's Move!, the Robert Wood Johnson Foundation, the Alliance for a Healthier Generation and the many others, including food and beverage companies, working on initiatives to reduce the prevalence of obesity in the African-American community.

3. NAACP Supports an Aggressive Approach to Maternal and Infant Mortality Disparities in the United States

Adopted as amended

WHEREAS, the United States ranks 41st in the world for risk of maternal death, with two to three women dying every day, hundreds every year, with the Centers for Disease Control and Prevention estimating that half of these deaths are preventable; and

WHEREAS, African-American women are nearly four times more likely to die of pregnancy-related complications than white women, and in high-risk pregnancies, African-American women are five and a half times more likely to die than white women; and

WHEREAS, African-American women are two and a half times more likely than white women to receive late or no prenatal care, and women with no prenatal care are nearly four times more likely to die from pregnancy and childbirth related complications; and

WHEREAS, twenty-one states deny pregnant women temporary access to medical care under Medicaid while their permanent application is being reviewed – i.e., they do not have “presumptive eligibility”; and

WHEREAS, on May 6, 2010, Amnesty International released a report entitled “*Deadly Delivery: The Maternal Health Care Crisis in the USA*” which definitively shows the deadly racial and ethnic disparities.

THEREFORE, BE IT RESOLVED, that the NAACP issues a national call to action to the entire African-American community and our allies to mobilize to end the maternal and to end infant mortality crisis in the United States, among women of color, by advocating for greater funding for Maternal Health Programs at the federal and state levels; and

BE IT FURTHER RESOLVED, that the NAACP bring awareness to the racial and ethnic disparities in maternal health care, demanding legislators and the Department of Health and Human Services to enhance federal resources, and encourage the Bureau of Maternal and Child Health to focus more aggressively

on the issue of maternal and to end infant mortality crisis in the United States;
and

BE IT FURTHER RESOLVED, that the NAACP National Health Department in concert with Women in the NAACP (WIN) begin outreach and education activities related to the topic of maternal health care and the right of women to access timely prenatal care; and

BE IT FURTHER RESOLVED, that the NAACP demands that the Department of Justice and the Office for Civil Rights in the Department of Health and Human Services use existing anti-discrimination provisions under Title VI in an effort to end racial discrimination in the provision of maternal health care services; and

BE IT FINALLY RESOLVED, that the NAACP mobilizes its Members to advocate for the establishment of presumptive eligibility for Medicaid in all 50 States and the District of Columbia.

4. Faith Leaders Mobilization to End HIV/AIDS in the Black Community

Adopted

WHEREAS, according to the Centers for Disease Control, 1 in 16 Black men and 1 in 30 Black women will be infected with HIV; and

WHEREAS, of the more than 1 million people living with HIV in the United States, nearly half are African-Americans, which only represent 12%-13% of the United States population; and

WHEREAS, AIDS is the leading cause of death among Black women ages 25-34 and the second leading cause of death in Black men ages 35-44; and

WHEREAS, HIV/AIDS cases are rising among youth and seniors over the age of 50; and

WHEREAS, the HIV/AIDS crisis is not limited to the homosexual community, but the entire community as a public health crisis; and

WHEREAS, the Black faith institution, whether church, mosque or other defined has been a driving force for civil rights in the Black community for generations and should take a stand to address this problem as a state of emergency; and

WHEREAS, Black faith leaders have historically been called upon to lead by examples as champions for justice and social issues insuring key messages are shared from the pulpit and in outreach ministries; and

WHEREAS, the National Black Leadership Commission on AIDS has committed their mission to support Black clergy and the NAACP in their efforts to increase

education and screening opportunities for their respective parishioners and greater communities they serve.

THEREFORE, BE IT RESOLVED, that the NAACP fully supports the H.R. 1964 National Black Clergy for the Elimination of HIV/AIDS Act in the 111th Congress sponsored by Representative Charles Rangel; and

BE IT FURTHER RESOLVED, that all NAACP units are encouraged to align their local units with an affiliate of NBLCA, Balm in Gilead or other faith leaders addressing HIV; and

BE IT FINALLY RESOLVED, that the NAACP will commit to mobilize and provide technical assistance to faith leaders serving Black communities to address HIV and AIDS.

5. *Vision Screening for Children and Learning*

Adopted

WHEREAS, significant numbers of minorities have had little or no access to vision care; and

WHEREAS, there exists a prevalence of learning related vision problems in disproportionate numbers in our schools; and

WHEREAS, vision therapy is a component of the healthcare services provided by the profession of Developmental Optometry to treat learning related visual problems involving their binocular vision including, but not limited to: the need to increase the ability to focus on task, reading comprehension, eye teaming and eye focusing, and are often mistakenly misdiagnosed as Attention Deficit Disorder; and

WHEREAS, the children who are often misdiagnosed have been placed in special education classes in record numbers, as well as the fact that the rate of school drop outs along with poor academic performance is reaching epidemic proportions; and

WHEREAS, learning related visual problems can influence negatively poor social-emotional relationships, and family function, placing stress and self-esteem on the child, family, and a possible component leading to dropping out and juvenile delinquency; and

WHEREAS, a resolution was presented at the NAACP 100th Centennial National Convention in July 2009, voted on, and passed in favor of vision therapy for juvenile delinquents and newly released prisoners to prevent recidivism; and

WHEREAS, the United States Congress passed an amendment on April 19, 2009, to the Children's Healthcare bill, entitled Vision Care for Kids Act of 2009, which would provide a grant to low income status children to receive early vision care, screening and therapy, a timely diagnosis, intervention, and, when necessary, referrals for consultation and/or treatment by another health care provider or education professional. Additionally, state insurance laws will fully apply to each of the 50 state health insurance exchanges through which millions of Americans will purchase coverage when the bill takes effect; and

WHEREAS, the final version of the healthcare reform bill H.R. 3200: America's Affordable Health Choices Act of 2009, passed by the 111th Congress 2009-2010, then signed into law by President Barack H. Obama in 2010 includes several provisions that are expected to expand access to vision care, including the specific designation of vision care for children as an essential health benefit, with current vision care plans able to partner with major health plans for children's eye care.

THEREFORE, BE IT RESOLVED, that the NAACP will encourage full implementation of the act, appropriate evaluation methods and management strategies be provided and utilized by our medical community, insurance industry and educate families and school communities to reduce the risk of vision problems interference with the learning process, and to inform the public about the importance of developmental vision screenings, and vision hygiene for successful learning, through the use of all media outlets in order to educate the community by holding workshops; town hall meetings; and meeting with State and National Legislators and the State Governors to give immediate attention to this matter and take aggressive action.

6. Recognizing the Prevalence of Heart Disease and Stroke and its Impact on the Health of African-Americans and Latinos

Adopted

WHEREAS, heart disease, cancer, and stroke are the leading causes of death among African-Americans and Latinos; and

WHEREAS, cardiovascular diseases rank as America's number one killer, claiming the lives of over 36 percent of the more than 2.4 million people who die each year in the United States. Cancer kills nearly 23 %, resulting in nearly 60% of all deaths being related to heart disease and cancer for Americans: and

WHEREAS, the total direct and indirect cost of cardiovascular diseases and stroke in the United States was \$475.3 billion in 2009. By comparison, in 2008, the estimated cost of all cancer and benign neoplasms was \$228 billion; and

WHEREAS, nearly one in three children and teens in the United States is overweight or obese contributing to more kids than ever before who are

developing high blood pressure, elevated cholesterol and type 2 diabetes which are already occurring at increased rates among the adult population; and

WHEREAS, conditions such as high blood pressure, type 2 diabetes, high cholesterol, and obesity which are effecting African-American and Latino communities at higher rates than other ethnic groups and increase their risk of suffering from heart disease and stroke; and

WHEREAS, African-Americans and Latinos are more likely to be concentrated in areas with poor socio-environmental conditions that provide fewer places for physical activity and healthy eating options and limited access to education and resources on how to live healthier lives; and

WHEREAS, promoting regular physical activity, increased consumption of fruits and vegetables as part of a healthy diet, and creating environments that support these behaviors are essential to addressing the problems of poor health across the population; and

WHEREAS, programs such as the American Heart Association's Search Your Heart and Power To End Stroke Campaigns promote healthy communities through chronic disease prevention, nutrition, and physical activity education and are available to partner with community leaders and organizations to address this health crisis; and

WHEREAS, the NAACP recognizes the importance of addressing heart disease and stroke as a means of supporting overall health within the African-American and Latino community.

THEREFORE, BE IT RESOLVED, that the NAACP urges its units and members to partner with the American Heart Association's *Search Your Heart and Power To End Stroke Campaigns* and to advocate for policies that reduce health disparities, and implement programs that educate and empower individuals and families on chronic disease risk factors and warning signs, healthy eating, and physical activities to address these critical issues within the African-American and Latino populations.

INTERNAL AFFAIRS

1. *Promote Training Via the Internet, On-Line Video for Small Group or Self-Study* **Adopted**

WHEREAS, the NAACP is an organization that is dedicated to the elimination of discrimination in America and over the last 100 years, a great deal of thought has gone into the development and transfer of information related to the training and education of its members and leaders; and

WHEREAS, training and education are essential elements to the survival of the units and the national organization as well as part of the NAACP strategic plan and as such linked to the proper organization, administration and management of the state conference and units; and

WHEREAS, the NAACP is attracting younger members and leaders in greater numbers; and

WHEREAS, some of the NAACP members are getting older, retiring from leadership positions, and lack the capacity to adequately transfer knowledge about the organization that has been developed, acquired and accumulated over the course of years and decades; and

WHEREAS, many new members and experienced members have erroneous misconceptions about the nature and work of the NAACP, its accomplishments, its history, its strategic plans and objectives, and its potential; and

WHEREAS, many members and leaders do not have sufficient means or time to travel to state conference meetings where training is supposed to be provided due to the impact of the recession, long term unemployment, family matters and other competing interests for their time when the state conference holds its training sessions; and

WHEREAS, the NAACP's best resources are devoted to training that ought to be accessible to all members for their growth and development in the organization; and

WHEREAS, the training and educational materials are at times hard to get, expensive to duplicate and at times out of date; and

WHEREAS, members need up to date training materials, constitution, bylaws

and resolutions; and

WHEREAS, state conferences and units are with rare exception able to provide access to key resources as described herein even though it is the objective and goal of the NAACP to provide training and education in sufficient volume to provide maximum benefit to the organization and America; and

WHEREAS, the training provided at state conference meetings has a beneficial effect, but due to the volume of information, multiple and complex procedures, and material, it is no longer practical or desirable to devote the majority of state conference meeting time to remedial training that can be provided in other ways that are less expensive to NAACP members, units and national organization by reducing time for travel for training, the cost of reproduction of training materials and limits on the ability of members to receive training and thereby provides a greater opportunity for effective training throughout the organization at lower cost.

THEREFORE, BE IT RESOLVED, that the NAACP utilize technology, including but not limited to the following: the internet, email, webcasts, podcasts, webinars and other digital means as developed or deemed useful to educate and train its members and officers; and

BE IT FURTHER RESOLVED, that the NAACP will create a training and educational model for units that will include the aforementioned technology and will include information on how certain types of technology can be infused into the work of the local unit; and

BE IT FINALLY RESOLVED, that the NAACP create and implement a plan of action to make training and educational materials available by the 2011 NAACP National Convention, supplying materials to units digitally and in paper format.

2. *Establishing a Criminal Justice Committee for All NAACP Units*

Adopted

WHEREAS, the NAACP reiterates its commitment for NAACP units to establish subcommittees to solve problems in the community; and

WHEREAS, in 2008 there were an estimated 2.4 million people in United States jails or prisons; and

WHEREAS, African-Americans constitute about 12% of the non-incarcerated residential population, but in 2007 black males comprised 30% and black females 27.8% of the incarcerated population; and

WHEREAS, 1 in 3 African-American males born in 2001 run the risk of serving time in prison or being dead before their 34th birthday; and

WHEREAS, the United States spends \$70 billion/year incarcerating people, 6 times more than on higher education; and

WHEREAS, Criminal Justice Committees at the unit level will strengthen families and communities through advocating for a decrease in violence, advancing voter and employment rights of the formerly incarcerated and to downscale prisons while shifting dollars/resources from prisons to schools; and

WHEREAS, the purpose of the Criminal Justice Committee is to advance the Smart and Safe Campaign at the state and local levels by promoting alliances, research, legislation and initiatives that will reform criminal justice policies and advocate for public safety as a civil right.

THEREFORE, BE IT RESOLVED, that the National Board of the NAACP calls on each State Conference and unit to establish Criminal Justice Committees, and to develop Criminal Justice Action Plans that will advance Criminal Justice Strategies at the state and local levels.

3. Change Article VI, Section 2 (Qualification) in the Bylaws for Units of the NAACP

Adopted

College Chapter: Only members in good standing shall be eligible to run for office or to vote in a College Chapter election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) calendar days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been a bona fide member of the College Chapter and one who has paid the prescribed membership fee by twelve noon the day of the meeting that precedes the Annual Meeting. In order to run for College Chapter office or vote in a College Chapter election, Life Members and Members-at-Large must be actively affiliated with the College Chapter at least thirty (30) calendar days prior to any meeting at which they are nominated for office or seek to vote.

New language states:

College Chapter: Only members in good standing shall be eligible to run for office or to vote in a College Chapter election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) calendar days prior to the date of elections **and has complied with the college/university's policy for holding office in a student organization**. For the purpose of being nominated by the Nominating Committee, a member in good

standing is one who has been a bona fide member of the College Chapter and one who has paid the prescribed membership fee by twelve noon the day of the meeting that precedes the Annual Meeting. In order to run for College Chapter office or vote in a College Chapter election, Life Members and Members-at-Large must be actively affiliated with the College Chapter at least thirty (30) calendar days prior to any meeting at which they are nominated for office or seek to vote.

INTERNATIONAL AFFAIRS

1. *The NAACP Strengthening its Relationship with Africa and African Diaspora* Adopted as Amended

WHEREAS, many African nations, including Ghana, Chad, Benin, Nigeria, Cote D'Ivoire, Madagascar, the Central African Republic, Mali, Niger, Senegal, Burkina Faso, Mauritania, Togo, Democratic Republic of The Congo, Somalia, Republic of The Congo, Gabon and Cameroon are celebrating 50 years of independence this year; and

WHEREAS, Africa has divided itself into five geographic regions and now, generally recognizes the African Diaspora as the sixth region of Africa; and

WHEREAS, prior to independence, these nations, as well as the other countries of the African continent, were subject to the ravages of European colonialism and the Trans-Atlantic Slave trade; and

WHEREAS, as a result of the centuries of colonialism and human trafficking that the continent endured, Africa was subjected to wealth stripping in terms of natural resources and human capital; and

WHEREAS, the NAACP has, since its inception, historically been involved in Africa, opposing both colonialism and neo-colonialism and supporting W.E.B. Dubois' vision of Pan-Africanism; and

WHEREAS, in part to celebrate the ties and historic relationship between the countries of Africa and the NAACP, a plenary session was held at the 100th Annual convention in 2009 that featured speeches by the Ambassadors of Benin, Haiti, and Liberia, as well as a special address to the delegates by The President Abdoulaye Wade of Senegal; and

WHEREAS, as part of its independence commemoration, the nation of Senegal unveiled the African Renaissance Monument amidst a celebration of the African Diaspora, African unity and the promise of a bright future for all of those living on the African continent as well as people of African ancestry throughout the world; and

WHEREAS, as part of the historic celebration, the President of Senegal brought a delegation of NAACP representatives to Dakar, Senegal, to participate in the unveiling ceremony and accompanying colloquium, celebration of the arts and galas; and

WHEREAS, the NAACP delegation was led by Chairman Roslyn Brock and President and CEO Benjamin Todd Jealous and consisted of NAACP representatives from across the nation; and

WHEREAS, the NAACP delegation, in acknowledgement of Senegal, was able to see, firsthand, the role of the NAACP in the liberation movement against colonization, they were honored to participate in much of the celebration of Africa as well as the conferences which discussed Africa's growth, rich traditions, history and potential for the future; and

WHEREAS, as a result of the trip to Senegal, the NAACP delegation returned to the United States with a renewed sense of and appreciation for the African roots from which so many of us are descended, as well as the boundless potential of the African continent.

THEREFORE, BE IT RESOLVED, that the NAACP take a more vigorous role in the development of the African Renaissance by aggressively engaging US policy makers and enhancing the connection of Africans throughout the Diaspora; and

BE IT FURTHER RESOLVED, that the NAACP work on principles of African-driven development, supporting African institutions such as the African Union, the New Partnership for African Development, the Economic Community of West African States, et.al.; and

BE IT FURTHER RESOLVED, that the NAACP support improving the effectiveness of US military civilian society projects by integrating them under the civilian oversight of USAID; and

BE IT FURTHER RESOLVED, that the NAACP work to ensure that Africa benefits from broader US initiatives such as the science effort with Islamic nations, where at present predominantly Muslim countries in Africa (such as Senegal) are not included; and

BE IT FURTHER RESOLVED, that the entire NAACP offers its sincere thanks and appreciation to the President of Senegal, His Excellency, Abdoulaye Wade,

for his friendship as well as all of his efforts and those of his representatives to bring the NAACP delegation to Senegal; and

BE IT FINALLY RESOLVED, that the NAACP pledges to continue to support the efforts of all African nations, and Africans throughout the Diaspora to peacefully promote human rights and growth for the tourism and trade opportunities to include excursions endorsed by the NAACP to Accra, Ghana; to visit the DuBois Center and Cape Coast Castle slave port with the United States while preserving its natural beauty, resources, sovereignty and rich heritage.

2. Involvement of the Diaspora in Haitian Recovery Efforts

Adopted

WHEREAS, the NAACP has a long history of involvement in Haiti beginning with James Weldon Johnson and W.E.B. Dubois; and

WHEREAS, Haiti has suffered from the heaviest losses ever from an earthquake; and

WHEREAS, the money sent to Haiti by the Diaspora is the largest single source of income to that country; and

WHEREAS, the Diaspora possesses significant knowledge and skills vital to the rebuilding of that country but is not often allowed to be involved in the decision-making process.

THEREFORE, BE IT RESOLVED, that the NAACP work toward including the Haitian Diaspora to play an active and decision-making role in recovery and economic development efforts by making the importance of this issue known to the United States and United Nations officials as well as non-governmental organizations involved in disaster relief.

3. NAACP Youth & College Division's Partnership with the Young Leaders of the United Nations for Reaching the Millennium Developmental Goals by the Year 2015

Adopted

WHEREAS, The United Nations is trying to reach the Millennium Developmental Goals by the Year 2015 with a focus on eight priority areas; such as Ending Poverty, Universal Education, Gender Equality, Child Health as it relates to infant mortality and access to vaccinations for deadly diseases, Maternal Health, Combating HIV/AIDS, Environmental Sustainability, and Global Partnerships; and

WHEREAS, the recent trip to Senegal provided the NAACP Youth & College Division's representative an opportunity to understand the need for the

association to work closely with the Young Leaders of the United Nations in helping to achieve the Millennium Developmental Goals by the year 2015; and

WHEREAS, the Young Leaders of the United Nations has chosen to start with the issue of HIV/AIDS as their entry point in helping the United Nations reach the Millennium Developmental Goals by 2015; and

WHEREAS, the United Nations has made significant strides in combating HIV/AIDS over the past few years; and

WHEREAS, according to the United Nations, every day, approximately 7,500 people become infected with HIV and 5,500 people die from AIDS; and

WHEREAS, according to the United Nations most of these deaths are a direct result of the lack of HIV prevention and treatment services; and

WHEREAS, according to the United Nations, the prevention and treatment services has helped to decrease the number of those infected with HIV from 3 million to 2.7 million; and

WHEREAS, the prevention programs that have been implemented consist of creating awareness and advocating for protected sex; and

WHEREAS, according to the United Nations, the universal treatment and prevention services have become more universally accessible to those who are infected with HIV/AIDS; the treatment consists of providing those infected with antiretroviral drugs; and

WHEREAS, according to the United Nations, the proportion of those living with HIV and who receive treatment from antiretroviral drugs increased to around 950,000 in 2007; and

WHEREAS, developing countries lack the financial resources to help the 2.7 million people infected by HIV/AIDS; and

WHEREAS, according to the Centers for Disease Control and Prevention (CDC), Blacks accounted for 48% of the 551,932 persons (including children) living with HIV/AIDS in 34 states; and

WHEREAS, part of the mission of the NAACP Youth & College Division is to inform youth of the problems affecting all racial and ethnic minorities; and

WHEREAS, the NAACP has a National Health Initiative that takes a firm stance on combating HIV/AIDS; and

WHEREAS, the need to promote the awareness and address the epidemic of HIV/AIDS in Africa and in the United States among African-American youth is no less of a pressing issue for any other group than it is for the NAACP Youth & College Division.

THEREFORE, BE IT RESOLVED, that the NAACP, through its Youth & College Division, develop a formal partnership with the Young Leaders of the United Nations through the National NAACP International Committee to assist in reaching the Millennium Developmental Goals by the year 2015; and

BE IT FURTHER RESOLVED, that the partnership between these two entities shall consist of strategic planning on how to promote awareness of the HIV/AIDS epidemic not only in the United States but in Africa; and

BE IT FINALLY RESOLVED, that the partnership will also develop educational training and resources to inform youth on measures to significantly decrease the cause and spread of HIV/AIDS throughout the world, especially in the United States and Africa.

LABOR/EMPLOYMENT

1. *Building Employable Job Skills*

Adopted as amended

WHEREAS, thousands of young adults leave high school lacking the basic math skills, literacy, and knowledge of how to compete in the current global job market; and

WHEREAS, schools in minority and low income neighborhoods are poorly funded and educational disparities continue to exist in our public school systems; and

WHEREAS, programs need to be implemented in our community centers, churches, and other venues to remedy the deficiency and fortify skills that are crucial to the nation's future prosperity; and

WHEREAS, there is a strong need to create a diverse community deeply committed to public education to ensure that all young adults over 18, discover and develop their special talents, achieve their education and career goals, and succeed in a rapidly changing society.

THEREFORE, BE IT RESOLVED, that the NAACP reaffirm the need to community based programs to provide job training, education and readiness skills for at-risk adults 18 years and older; and

BE IT FURTHER RESOLVED, that the NAACP advocate for continued programs for the training of at-risk adults 18 years or older in community-based programs, such as church programs and job training education at NAACP branch offices, assisting adults to have proper knowledge of how to fill out a job application, how to interview, sources of jobs, and follow-up to assist in job retention; and

BE IT FURTHER RESOLVED, that the NAACP offer alternative learning experiences for jobs in the Green sector and other industries; and

BE IT FINALLY RESOLVED, that the NAACP units be trained to “follow the money” to monitor and insure federal compliance under the Carl Perkins Workforce Development Act and hold states accountable for federal funds received for Workforce Development.

2. Addressing Disparities in Hiring and Contracting Practices in Transportation and Public Works Projects

Adopted

WHEREAS, the U.S. Department of Transportation and Federal Government spends billions of dollars on transportation projects that translates into tens of thousands of jobs in the United States each year; and

WHEREAS, according to Jared Bernstein, White House Economist, “Road money ripples through the economy better than other spending because it improves the nation’s infrastructure”; and

WHEREAS, communities of color and particularly African-American communities are experiencing catastrophic levels of economic decline, with over 40% of African-American teens unemployed; and

WHEREAS, under the guidance of the NAACP Missouri, Illinois, Indiana and Minnesota State Conferences along with representation from the clergy, the National Black Chamber of Commerce and other minority contracting and business councils, are addressing the disparity in minority hiring and the awarding of contracts; and

WHEREAS, the infrastructure money administered by the U.S. Department of Transportation alone breaks down as follows:

- \$27.5 billion for restoration, repair, and construction of highway, rail, and port infrastructure;
- \$8 billion for grants to fund projects for the development of high-speed

- rail corridors and intercity passenger rail service;
- \$1.3 billion to Amtrak (national rail service) for upgrades and repairs to rail infrastructure and improvement of security;
- \$6.9 billion for transit assistance grants, of which \$100 million will be available to public transit agencies for investments that reduce energy consumption and greenhouse gas emissions of their public transportation systems; and
- \$1.5 billion in competitive grants for national surface transportation systems, including highway and bridge projects, public transportation, and rail projects.

WHEREAS, Title VI imposes upon federal officials “not only the duty to refrain from participating in discriminatory practices, but the affirmative duty to police the operations and prevent discrimination by state or local agencies funded by them” *NAACP v. Brennan*, 1973.

THEREFORE, BE IT RESOLVED, that the NAACP supports a national effort to address the disparity in minority hiring and contracting with respect to transportation issues; and

BE IT FURTHER RESOLVED, that all NAACP units will work in concert to address the disparity.

BE IT FINALLY RESOLVED, that the NAACP, through its National Office, State Conference and Branches conduct educational seminars on the critical program and policy of project labor agreements to support local hiring of infrastructure projects within their respective jurisdictions.

LEGISLATIVE

1. NAACP Call upon All Americans to Maintain Civility in Discourse and Uphold a True Tenet of Democracy

Adopted

WHEREAS, one of the basic tenets of our democracy is the right to disagree; and

WHEREAS, the NAACP has a long history of political struggle through non-violence and using words and ideas to change people’s views through the democratic process; and

WHEREAS, sadly, incidents of intolerance, bigotry and senseless violence have become more and more frequent as a means of political discourse; and

WHEREAS, the recent debate over health care reform was riddled with racist slogans and peppered with violent acts; and

WHEREAS, opposition to the landmark Health care Reform law has given root to demeaning, racially charged outbursts including violent attacks on property and human beings.

THEREFORE, BE IT RESOLVED, that the NAACP decries the increase in racist comments and violent acts as a means of political expression; and

BE IT FURTHER RESOLVED, that the NAACP call upon people from all sides of every debate to resist the urge to use racist, bigoted comments during the course of debate; and

BE IT FINALLY RESOLVED, that the NAACP urges all people to cease and desist in the use of violence as a means of political expression, as it has no place in a democratic society.

2. NAACP Supports Complete Elimination of Crack v. Powder Cocaine Sentencing Disparity

Adopted as amended

WHEREAS, the NAACP has consistently supported a complete elimination of the 100:1 crack v. powder cocaine sentencing disparity; and

WHEREAS, everyone seems to agree that crack cocaine use is higher among Caucasians than any other group: most authorities estimate that more than 66% of those who use crack cocaine are white. Yet in 2006, **82%** of those convicted and sentenced under federal crack cocaine laws were African-American. When you add in Hispanics, the percentage climbs to above 96%; and

WHEREAS, the United States Senate recently passed legislation (S. 1789, the *Fair Sentencing Act of 2009*) to reduce the sentencing disparity from 100:1 to 18:1; and

WHEREAS, the NAACP appreciates all of the hard work that has gone into this legislation; and

WHEREAS, the NAACP further appreciates that S. 1789, the *Fair Sentencing Act of 2009*, represents the first time Congress has moved to reduce any mandatory minimum sentence; and

WHEREAS, the NAACP also recognizes and appreciates that everyone involved in the negotiations seems to agree that the current 100:1 sentencing disparity has had a hugely unfair and discriminatory impact on African-Americans and other racial and ethnic minorities; and

WHEREAS, it is estimated that if passed as written, the legislation reducing the sentencing disparity from 100:1 to 18:1 will result in nearly 4,000 fewer Americans being in jail in 10 years; and

WHEREAS, because stark racial disparities will undoubtedly continue to exist if there is any discrepancy between crack and powder cocaine sentencing.

THEREFORE, BE IT RESOLVED, that the NAACP will continue to push for complete parity between crack and powder cocaine sentencing while working to eliminate mandatory minimum sentences and addressing other racial disparities in the American criminal justice system; and

BE IT FURTHER RESOLVED, that the NAACP also strongly support that we appeal African American federal crack cases linked to the Fair Sentencing Act of 2009 for a sentence reduction; and

BE IT FINALLY RESOLVED, that the NAACP also strongly supports applying retroactively any reduction in sentencing.

3. Reaffirming Support for Rebuilding the Gulf Coast

Adopted

WHEREAS, the public workers in projects such as the Works Project Administration (WPA), the Public Works Administration (PWA), and the Civilian Conservation Corps during the Great Depression built or repaired 103 golf courses, 800 state parks, 1,000 airports, 2,500 hospitals, 2,500 sports stadiums, 8,192 parks, 11,338 schools, 12,800 playgrounds, 124,031 bridges, 125,110 public buildings and 651,087 miles of highways and roads, as well as hired 238 bands and orchestras; arrested 20 million acres from soil erosion, stocked one billion fish in lakes and rivers, and planted three billion trees; and

WHEREAS, the efforts of the WPA and PWA during the Great Depression can still be seen in New Orleans through such city fixtures as Charity Hospital, the New Orleans Public Library in Bywater; the botanical garden and golf course at City Park; the Cabildo; Napoleon House; the Seventh Street Wharf; and the Audubon Zoo; and

WHEREAS, Hurricane Katrina damaged and destroyed over 200,000 Gulf Coast homes, and damaged or destroyed schools, hospitals, police and fire stations, roads, community centers, bridges, parks, and forest land, and left over 100,000 individuals in Louisiana and across the Gulf Coast unemployed; and

WHEREAS, the effects of Hurricane Katrina and Gustav underscores the need for environmental reform, including greener building practices, more efficient energy consumption, and a commitment to coastal conservation and restoration; and

WHEREAS, New Orleans continues to restore its core infrastructure so that residents can return and businesses can function effectively; and

WHEREAS, despite the federal government's response to this unprecedented disaster, individuals continue to struggle to regain and rebuild their lives; and

WHEREAS, the Gulf Coast Civic Works Act, HR 2269, will ensure that real progress is made toward rebuilding and sustaining the Gulf Coast region through the establishment of a federal authority to fund resident-led recovery projects; the creation of 100,000 good jobs and training opportunities for local and displaced workers to rebuild infrastructure and restore the environment; empowering residents to realize their right to return with dignity and safety, revitalizing the local workforce, and helping create more sustainable communities; and

WHEREAS, the Gulf Coast Civic Works Act, HR 2269, rebuilds vital public infrastructure and restores the environment, specifically:

- Rebuilds and repairs public infrastructure including schools, police and fire stations, hospitals, parks, roads, water and sewer systems, and cultural centers
- Builds equitable flood protection and restores marshes and wetlands
- Serves as a national model for disaster recovery and infrastructure development

WHEREAS, the Gulf Coast Civic Works Act, HR 2269, creates jobs and provides job training, specifically:

- Creates a minimum of 100,000 jobs and training for Gulf Coast residents
- Creates a Civilian Conservation Corp for youth 17-24 to focus on wetland restoration, forestation, and urban greenery
- Provides 15 grants for artistic projects to highlight Gulf Coast culture and history

WHEREAS, the Gulf Coast Civic Works Act, HR 2269, takes action to jumpstart the economy, specifically:

- Establishes the Gulf Coast Recovery Authority to implement and coordinate the necessary federal response to the devastation of the Gulf

Coast

- Coordinates existing federal programs to ensure effective and efficient recovery
- Creates opportunities for local business through competitive contract bidding

WHEREAS, the Gulf Coast Civic Works Act, HR 2269, spurs sustainable community development, specifically:

- Allows community groups and officials to determine what projects are needed in local advisory councils
- Focuses benefits on the regional economy through first source hiring provisions
- Strengthens workforce by providing jobs and needed skills training

WHEREAS, the Gulf Coast Civic Works Act, HR 2269, requires accountability; and specifically:

- Requires oversight and community participation in all recovery projects

WHEREAS, the impact of Hurricanes Katrina, Gustav and Ike is a national tragedy that requires the attention of every American, regardless of party affiliation or state residence.

THEREFORE, BE IT RESOLVED, that the NAACP will continue to support the passage of HR 2269: the Gulf Coast Civic Works Act, to coordinate recovery projects, rebuild key infrastructure and ensure sustainable community development and is committed to working closely with local community groups, our Louisiana state and federal delegation, and the U.S. Congress to further strengthen this legislation as it moves through the Congress.

4. NAACP Supports Community Development that Addresses the Needs of All American Neighborhoods

Adopted

WHEREAS, our nation's cities and metropolitan areas are not only places in which tens-of-millions of Americans live, work and raise our families, but vital engines for economic growth, innovation, and opportunity; and

WHEREAS, stable and secure homeownership is the cornerstone of community development and remains as one of the strongest predictors of wealth accumulation; and

WHEREAS, many low-wealth communities and historically African-American homeowners have been disproportionately harmed and ravaged as a result of

the foreclosure catastrophe that is currently destabilizing our nation's economy; and

WHEREAS, while Congress and the President Obama Administration are hard at work trying to stabilize the housing market and keeping people in their homes, Fannie Mae and Freddie Mac, are implementing policies that are going in the opposite direction – charging fees that will increase the cost of homeownership and effectively price many borrowed, especially African-Americans, elderly and female heads of households out of the housing market; and

WHEREAS, the Government Sponsored Enterprises (GSEs) Fannie Mae and Freddie Mac are levying two kinds of fees on borrowers; an Adverse Market Delivery Charge (AMDC) that adds an extra .25% to all loans without regard to risk characteristics, borrower credit or property value, and a series of Loan Level Price Adjustments (LLPAs) that vary based on a complicated and cumulative matrix of factors; and

WHEREAS, our nation's housing market continues to need support and economic stimulus and homeowners and prospective buyers cannot be burdened with extra costs that could potentially put homeownership even further out of reach for many Americans who traditionally have been closed out of fair and just mortgages and homeownership including African-Americans, elderly, and female head of households; and

WHEREAS, federal policy must reflect the new metropolitan reality—that strong cities are the building blocks of strong regions, which in turn, are essential for a strong America; and

WHEREAS, a comprehensive, aggressive and effective community development plan must take an interdisciplinary approach that appreciates the interdependent nature of issues affecting urban, suburban, and rural communities; and

WHEREAS, any proposal for community development must include a regional approach that disregards traditional jurisdictional boundaries, setting policy that takes into account how cities, suburbs, and exurbs interact; and

WHEREAS, each individual community plan should focus on enhancing economic competitiveness, sustainability, and equity in our cities and metropolitan areas; and

WHEREAS, development in the city should create jobs that pay fair wages families can live on. One of the arguments for development is that it creates jobs and helps lift communities out of poverty. However, to be truly effective at lifting communities out of poverty, the jobs created both in the construction and in the operational phases of a project must pay wages that people can live on and take care of their families; and

WHEREAS, while state and local legislation cannot require employers to provide benefits regulated by federal law (Employee Retirement Income Security Act or ERISA), the city can and should encourage employers to provide adequate health care, retirement and other benefits by creating appropriate incentives to do so; and

WHEREAS, in communities with high unemployment levels, development is often justified by citing the need for jobs. For this justification to be meaningful, at least a set percentage of construction and operating jobs at the development need to be filled with people from the neighborhood; and

WHEREAS, employers often respond to local hiring requirements by arguing that there is a lack of job candidates with the right skills in the neighborhood. A practical remedy that benefits both employers and the community is a job training program (with an apprenticeship component if applicable) funded by the employers and conducted in conjunction with a local non-profit, for both the construction and the permanent jobs created by the development; and

WHEREAS, development with a housing component must include a set percentage of housing that low income households can afford; and

WHEREAS, retail and other commercial development must have space that is suitable for local small businesses to operate in. Any local small business displaced by development needs to have the right of first refusal for renting space in the project; and

WHEREAS, development above a certain size should have space set aside for community-serving non-profits; and

WHEREAS, developers should be required to mitigate adverse traffic and environmental impact of development on neighborhoods; and

WHEREAS, dense urban neighborhoods are often lacking in adequate open public space. Developments above a certain size should be required to set aside open space for public use. Depending on local needs, such space can be used for parks, playgrounds, etc.; and

WHEREAS, urban development should serve the goal of maximizing use of public transportation, bicycling and walking, and should reduce automobile dependence. This is both an equity issue (maximizing access for low-income people who may not own personal vehicles) and an environmental issue (reducing automobile emissions); and

WHEREAS, for our nation to thrive, the federal government must make and promote coordinated and strategic investments in our regions, cities, and neighborhoods that result in inclusive economic growth.

THEREFORE, BE IT RESOLVED, that the NAACP stands opposed to and wants the Federal Housing Financing Agency and or the GSEs to rescind Fannie Mae's Adverse Market Delivery Charge and Loan Level Price Adjustments (LLPA) by Credit Score/LTV and Freddie Mac's Post Settlement Delivery Fees Market Condition and Indicator Score/LTV and will work through the local, state, and federal legislative process to make sure that such fees will be immediately and permanently rescinded; and

BE IT FINALLY RESOLVED, that the NAACP support a comprehensive, aggressive community development plan that includes requirements for: living wages, health care, retirement and other benefits, local hiring, job training, affordable housing creation, space for small businesses, space for neighborhood non-profits, traffic and environmental mitigation, open public space, and transit-oriented development.

5. NAACP Reaffirms its Call for Genuine Immigration Reform and its Opposition to Immigration Reform that Relies Solely on Increased Enforcement or Results in Racial Profiling

Adopted as amended

WHEREAS, our nation's immigration policies must be consistent with humanitarian values and with the need to treat all individuals with respect and dignity; and

WHEREAS, the NAACP strongly believes that any immigration "reform" must address current problems in our immigration system; it cannot focus solely on enforcement; and

WHEREAS, we must move away from the politics of scape-goating immigrants, and must instead look at the needs of our nation and our people in a larger context; and

WHEREAS, the NAACP is opposed to local, state and federal laws which play on citizens' fears and xenophobia and may lead to racial profiling or the denial of a person's basic rights; and

WHEREAS, the state of Arizona recently passed SB 1070, which legalizes racial profiling and allows law enforcement officers to use racial profiling to target entire communities; and

WHEREAS, SB 1070 is a poor and ineffective measure that does not address the root causes of illegal immigration in America; and

WHEREAS, given our Nation's sorry history of legalized and entrenched racism, Arizona's SB 1070 establishes a dangerous precedent of not only codifying racial profiling, but requiring it; and

WHEREAS, the NAACP Action Item of 2006 as approved by the National Board of Directors calls for our nation's immigration policies to be consistent with deeply held NAACP humanitarian and civil rights values and with the need to treat all individuals regardless of race, ethnicity, nationality, gender or religion with respect and dignity; and

WHEREAS, the NAACP Action Item of 2006 states that immigration reform efforts must be coupled with policies to promote meaningful job training programs, job creation programs and small business development, as well as federal education assistance so that all Americans regardless of race, ethnicity, gender, religion or national origin will have an opportunity to advance in living wage positions.

THEREFORE, BE IT RESOLVED, that the NAACP strongly opposes Arizona's recently passed law (SB 1070) which allows local law enforcement officers to carry out federal immigration enforcement tasks and arrest anyone they suspect is in this country illegally; and

BE IT FURTHER RESOLVED, that the NAACP does reaffirm the 2006 Action Item on Immigration and calls for Immigration Reform which is consistent with deeply held NAACP humanitarian and civil rights values and with the need to treat all individuals regardless of race, ethnicity, nationality, gender or religion with respect and dignity; and

BE IT FURTHER RESOLVED, that the NAACP supports a comprehensive reform of our Nation's Immigration laws which puts a premium on keeping family units together and on rewarding hard work and good behavior; and

BE IT FINALLY RESOLVED, that the NAACP calls upon the United States Congress and President Obama to enact, as soon as possible, a comprehensive reform of our Nation's immigration laws that puts a premium on the humane and inclusive policies.

6. NAACP Supports the Posthumous Promotion of Colonel Charles Young to the Rank of Brigadier General

Adopted

WHEREAS, Charles Young, son of a Civil War Veteran and former slaves, Gabriel and Arminta Young, was born in Mayslick, Kentucky on March 12, 1864; and

WHEREAS, Young entered West Point in 1884 and became only the third African-American to graduate from the United States Military Academy in 1889 and made a career of the military that spanned 33 years of segregated service where he became the highest-ranking African-American in the United States Armed Forces from 1894 until his death in 1922; and

WHEREAS, as a newly commissioned Second Lieutenant, Young was assigned to the Ninth U.S. Cavalry and served at frontier posts at Ft. Robinson, Nebraska and Ft. Duchesne, Utah from 1889-94; and after a few months when war broke out with Spain, Young was reassigned to Camp Algers, Virginia where a rebellious white soldier refused to salute the Black officer; and

WHEREAS, Young served as Professor of Military Science at Wilberforce University in Wilberforce, Ohio, on detached duty 1894-98; while there he was promoted to First Lieutenant in 1896; and

WHEREAS, in 1898 during the Spanish-American War, Young was appointed Major, U.S. Volunteers, in the Ohio National Guard to command its Ninth Infantry Battalion; and

WHEREAS, in 1899 Young returned to the Ninth Cavalry with his Regular Army rank of First Lieutenant, and served again at Ft. Duchesne, Utah where he met and encouraged a young Sergeant Major named Benjamin O. Davis to attend Officers Training School who later became the first Black General in the U.S. Army; and

WHEREAS, promoted to Captain in 1901, Young commanded troops in the Ninth Cavalry and led his men in combat in the Philippine Islands during the **Philippine Insurrection** from 1901-02; and

WHEREAS, while serving in San Francisco, Young, who was temporarily posted as Superintendent of Sequoia National Park in 1903, became the first African-American appointed as a National Park Superintendent; and

WHEREAS, Young became the first African-American officer appointed to duty as a military attaché while serving in Hispaniola (Haiti and Dominican Republic) 1904-1907 then returned once again to the Ninth Cavalry and served at Camp McGrath in the Philippine Islands and Ft. D.A. Russell, Wyoming from 1908-11; and

WHEREAS, Young served as military attaché to Liberia from 1912-15, where he was promoted to the rank of Major, developed the Liberian Frontier Forces, built roads, was wounded during a rescue mission, and was later recognized for his exceptional work there by the NAACP who awarded him the Spingarn Award in 1916; and

WHEREAS, Young was reassigned to the Tenth U.S. Cavalry during the Mexican Revolution and served as part of General 'Black Jack' Pershing's Punitive (300 mile) Expedition into Mexico from 1916-17, where he was promoted to the rank of Lieutenant Colonel; and

WHEREAS, after the war broke out in Europe, the Black media called for the promotion of Young to Brigadier General and then former President Teddy Roosevelt in a speech days before his death, acknowledged Young as the one Black man capable of such a command, but the War Department was pressured from white officers and Southern Congressmen to stop Young's promotion; and

WHEREAS, during his promotion board in 1917, Young was medically retired for high blood pressure but promoted to the rank of Colonel; however, to prove his fitness for duty, Colonel Young rode (and walked) nearly 500 miles from Wilberforce, Ohio to Washington, D.C., but was not recalled to active duty until days before the Armistice was signed ending World War I; too late for him to command troops in combat or to be promoted to Brigadier General; and

WHEREAS, Young was recalled to active duty in 1919 as military attaché to Liberia and while on an intelligence mission he became critically ill, died and was buried in Lagos, Nigeria on January 8, 1922 and buried with military honors rendered by British Troops; and

WHEREAS, upon the insistence of his family and members of the national community, after 18 months his body was exhumed and returned to the United States where he was re-buried in Arlington National Cemetery on June 1st, 1923; and

WHEREAS, on June 1, 2010, the National Veterans Coalition, which is a group of Black Veteran Organizations and Associations, who have come together to honor the memory of Colonel Charles Young, will be sponsoring a graveside ceremony for Colonel Young honoring the 87th Anniversary of his internment at Arlington National Cemetery; and

WHEREAS, many Americans past and present felt had it not been for the political/social climate of the times, Colonel Young would have been the first black Brigadier General in the United States Armed Forces; and

WHEREAS, Young was also a devoted family man who mastered several languages, played and composed music for piano, violin and guitar and was friends with some of the most educated and gifted Black men of the day – W.E.B. Dubois, Booker T. Washington, and Paul Lawrence Dunbar; and

WHEREAS, NAACP President and CEO, Benjamin Todd Jealous, recently submitted a support letter offering to join with the National Veterans Coalition in extending accolades and honor in remembrance of Colonel Charles Young for his “unwavering commitment and stalwart leadership in advancing the cause.”

THEREFORE, BE IT RESOLVED, that the NAACP support Congressional Legislation to be introduced to the U.S. Congress under the direction of Representative Barbara Lee, Chairperson of the Congressional Black Caucus, calling for the Posthumous Promotion of Colonel Charles Young to the Rank of Brigadier General; and

BE IT FINALLY RESOLVED, that the NAACP call upon the United States Congress and President Obama to give this distinguished American veteran in death, what he should have been granted in life, the rank of Brigadier General in the United States Army.

7. *The Tea Party Movement*

Adopted as amended

WHEREAS, the Tea Party constitutes a significant movement, comprised of at least six membership networks and several well-endowed, political committees, and have drawn hundreds of thousands to its protests, with the support of 18% of Americans, according to poll data; and

WHEREAS, according to poll data, Tea Party supporters experience less unemployment and are more financially stable than the general population, with 31% reporting family incomes in excess of \$75,000 a year; and Tea Party supporters are more highly educated, with 37% reporting college degrees as compared to 25% in the general population; and

WHEREAS, only 41% of Tea Party supporters tell polls that they acknowledge the fact that President Barack Obama was born in the United States, and 30% believe the president was born in another country; and

WHEREAS, only 1% of Tea Party supporters consider themselves to be black, and 89% tell polls that they are white; and

WHEREAS, some Tea Party supporters have a distorted view of race relations, with only 1% recognizing the persistent discrimination against people of color,

and 25% believe that the policies of the Obama Administration “favors black people over whites”; and

WHEREAS, some Tea Party supporters oppose social programs for poor people and 73% falsely believe that government aid to poor people encourages them to remain poor. In addition, 52% of Tea Party supporters believe that “too much” has been made of the problems facing black people, compared to 28% of the general population that shares that warped view; and

WHEREAS, these Tea Party protestors have engaged in explicitly racist behavior, displayed signs and posters intended to degrade people of color generally and President Barack Obama specifically; and

WHEREAS, Tea Party members have used racial epithets and verbally and physically abused African-American congressmen and others, and have been charged with making dangerous threats against duly elected public officials; and

WHEREAS, some Tea Party leaders and spokespersons have apologized for and encouraged such racist behavior, rather than fully repudiating it; and

WHEREAS, hard core white supremacist organizations have participated in and on occasion led Tea Party protests, all while searching for recruits in the fertile racist milieu of the Tea Party movement; and

WHEREAS, Tea Party movement is a threat to the pursuit of human rights, justice and equality for all.

THEREFORE, BE IT RESOLVED, that the NAACP will educate its membership and the community that this movement is not just about higher taxes and limited government, but something that could evolve and become more dangerous for that small percentage of people who really think our country has been taken away from them; and

BE IT FINALLY RESOLVED, that the NAACP call upon tea party leaders and all people of good will to specifically but not limited to all political parties and human rights organizations to publicly and privately repudiate the racism within the Tea Party, and to stand in opposition to its drive to push our country back to the pre-civil rights era.

8. *Healing a Society Made Sick*

Adopted

WHEREAS, the NAACP is dedicated to erasing all barriers to equality and discrimination; and

WHEREAS, the NAACP takes action to correct laws, policies, and mistakes of individuals and governments which have a long term negative impact on our membership, constituency, and the country; and

WHEREAS, the NAACP has advocated for reparations for descendants for slaves and Federal and State Legislative efforts have also come to no avail; and

WHEREAS, slavery deprived the African-American of freedom, culture, a religion of their choice, dignity, and human aspirations solely because of the color of his skin from which the Black American is slowly emerging; and

WHEREAS, official policies of national and state governments protecting slavery and limiting civil rights for 145 years after the Civil War continued a climate of violence, illiteracy, poverty, bad health, and poor diet which particularly persists today among Black Americans; and

WHEREAS, Black males number in the country's criminal justice system is greater than the number in college; and

WHEREAS, since the Civil War, the leadership of the southern states allowed a colonial economy to develop as raw materials such as wood, coal, and cheap labor were extracted to create finished products and profits which benefited the rest of the country and other nations rather than those in South, including Blacks; and

WHEREAS, as a result of this colonial, extractive economy and hundreds of years of slavery and restricted rights, people in the Southern states and people of color and poor whites suffer from poor education, poverty, high rates of infant mortality, obesity, poor diet, illiteracy, and debilitating rates of imprisonment.

THEREFORE, BE IT RESOLVED, despite many efforts to gain deserved reparations, the NAACP at this time, without abandoning previous positions, supports investments in environmental, educational, health, business, and training programs to attempt to allow Blacks and the poor to recover from hundreds of years of exploitation including slavery, post-slavery, and colonial style extractive economic exploitation; and

BE IT FURTHER RESOLVED, that the NAACP call upon the American government and citizens to recognize the immense wealth which has been extracted from the Southern states and all people of color which has caused moral and economic exploitation; and

BE IT FURTHER RESOLVED, that the NAACP call upon the United States Government of America and several foreign countries which participated in or benefited from the African slave trade countries to make such investments to improve the conditions of 2010 African-Americans through better schools, health

clinics, job training, environmental cleanup of landfills, and other such environmental injustice to allow the people of color damaged by slavery policies to develop the health and economic standards of the entire country; and

BE IT FURTHER RESOLVED, that the NAACP calls for such aid to directly address specific problems as violence in families and neighborhoods through improved diet and child care, high rates of imprisonment through mentoring and male role models in grades 2—5, and health problems through greater preventative care and neighborhood health clinics, and jobs through specific programs to recycle waste and remediated polluted sites; and

BE IT FINALLY RESOLVED, that the NAACP call upon its members and all citizens of the United States to understand and accept the dire need to help those at the bottom of the environmental, economic, and social ladder to prosper, which is a sure way for our country to regain lost standing as the compassionate and democratic country in the world.

9. *Urging Congress to Prevent Creditors from Garnishing Social Security Funds and Encouraging Pro-Bono Assistance with Zombie Debt Cases*
Adopted

WHEREAS, credit card collection actions which are filed after the statute of limitations has passed are called Zombie Debts. They are referred to as Zombie Debt Cases because collection agencies which buy these debts, for pennies on the dollar, are filing lawsuits to bring the debts, metaphorically, back from the dead; and

WHEREAS, when collection agencies buy large volumes of aged debts, they do not receive the documentation that would be required to prove up the debt in court, like the original signed contract or any evidence of how the debt was incurred. Collection agencies file literally thousands of Zombie Debt cases in courts every year. In a large percentage of the cases, they receive default judgments; and

WHEREAS, Zombie Debt cases are frequently filed against low-income senior citizens living on social security. Both federal and state law provides that social security income is exempt from execution because recipients of social security benefits need their social security to survive. When the plaintiffs in Zombie Debt cases obtain judgments against senior citizens, they regularly garnish their social security bank accounts. Unfortunately, the burden is on the garnishee to raise the exemption issue to stop the garnishment; and

WHEREAS, because many seniors do not have the money to hire an attorney to raise the exemption, the exemption is almost never raised and funds from their bank accounts are taken. Most often this results in a financial crisis for great numbers of senior citizens.

THEREFORE, BE IT RESOLVED, that the NAACP will urge the United States Congress to enact legislation to prevent creditors from garnishing or freezing social security funds and other exempt funds; and

BE IT FURTHER RESOLVED, that such legislation shall “order the Department of the Treasury to promulgate regulations ensuring that its Automated Clearing House (ACH) codes clearly identify exempt federal benefits, require creditors excepted from the ban on garnishing benefits to indicate their favored status on the garnishment order, require banks to assert exemptions on behalf of depositors, [require the implementation] of an accounting system that enables banks to identify the specific dollar amount of funds to exempt within an account, and provide for administrative enforcement in addition to a private right of action; and

BE IT FINALLY RESOLVED, that the NAACP will encourage attorneys, law firms and bar associations to provide *pro bono* assistance to low income citizens facing Zombie Debt cases.

VETERANS' AFFAIRS

1. *Improving Veterans' Health through Information and Advocacy*

Adopted as amended

WHEREAS, all Veterans of the United States Military, the citizen soldiers of our communities, provided a unique and vital service to the nation as a whole in the preservation of freedom and liberty enjoyed by all who reside within our borders; and

WHEREAS, one of the most essential and fundamental obligations of our government is to provide for and guarantee the health care of those who defend and preserve it against its enemies; and

WHEREAS, African-Americans and other minority veterans of color, many of whom are Veterans or family members of Veterans, are among the most uninsured people in America, have more health problems, die younger, and are often systematically denied the same level of services and benefits as their White counterparts; and

WHEREAS, the Department of Veterans Affairs (VA) has determined that certain illnesses have been associated with military service; and that the recent and

ongoing war in Iraq and Afghanistan has produced increased numbers of seriously injured Veterans with brain injuries, lost of limbs, mental and post traumatic stress disorders, diseases, diabetes, and prostate cancers; and

WHEREAS, some of the long-term health conditions—Post Traumatic Stress Disorder (PTSD) or Traumatic Brain Injury (TBI) that may manifest years later, as well as a host of health conditions that are presumed by the VA to have derived from one's military service--are often not connected by the veterans to their time in uniform--and often not until it's too late; and

WHEREAS, the VA, by any standard, does an entirely inadequate job of reaching out to Veterans and their families to inform them of the benefits to which they are entitled and the health conditions that may derive from their time in service; and

WHEREAS, almost 80 percent of Veterans do not use the VA for their health care; and for those that have private health insurance for themselves and their families, many are only a paycheck or two away from losing it; and

WHEREAS, many of the members of the NAACP are Veterans or have family members who are Veterans; and

WHEREAS, the Vietnam Veterans of America has created a Veterans' Health Council to improve health care for veterans by creating an ongoing forum via its website, www.veteranshealth.org for veterans and their families, as well as for members of the medical and clinical professions, employee representatives, healthcare firms, and advocacy organizations like the NAACP, to discuss, develop, and promote effective efforts to reach out to Veterans and their families to inform them about health risks related to their military service and the healthcare available to them.

THEREFORE, BE IT RESOLVED, that all Armed Forces and Veterans' Affairs standing committees starting in the month of November 2010 will begin a campaign to inform their members, sponsors, and affiliates that the Veterans Health Council website provides information on health conditions associated with military service and provides links to healthcare sites related to specific diseases; and

BE IT FINALLY RESOLVED, that the NAACP join with the Veterans' Health Council to reach out to hundreds of thousands of veterans who otherwise might not know that the disease that is plaguing them and eating away at their savings may be associated with their service in any war, conflict or peace keeping mission of the United States of America and that they may be eligible for treatment, disability compensation and pension as well as other benefits from the Veterans Administration.

EMERGENCY RESOLUTIONS

CIVIL RIGHTS

1. NAACP Calls for Criminal and Civil Investigations of Allegations of Probation Departments and Education Departments Nationwide When There are Allegations of Massive Civil Rights Violations

Adopted

WHEREAS, the NAACP has consistently opposed and often sought a federal investigation of any municipal corrections or education department when there are allegations of civil rights violations against inmates; and

WHEREAS, the County of Los Angeles' preliminary investigation, and random review of the Los Angeles County Probation Department has uncovered allegations of probation, employees promoting, encouraging, and staging juvenile inmate fighting, and physical abuse; and

WHEREAS, this same investigation has revealed an alleged misappropriation and misuse of an estimated \$79.5 million county funds; and

WHEREAS, Los Angeles County Office of Education, in conjunction with, Los Angeles Probation Department has consistently and repeatedly awarded high school diplomas to juvenile students who were illiterate; and

WHEREAS, teachers employed by the Los Angeles County Office of Education are chronically absent from classrooms serving juveniles; and

WHEREAS, the juveniles are housed in dilapidated and substandard housing units; and

WHEREAS, the probation department has consistently and repeatedly failed to discipline approximately 200 employees for various offenses and misconduct; and

WHEREAS, Los Angeles County has over the years committed itself to rectifying the aforementioned issues and problems at the probation department and County Office of Education, it has demonstrated that it is not equipped, nor has the investigative know-how, or political will to address and resolve the issues of criminal and civil wrongdoings within the departments; and

WHEREAS, the rehabilitation of African—American juveniles is a national problem, which directly affects African-Americans in every state; and

WHEREAS, the African-American community is most affected by the transgressions of a corrupted and dysfunctional juvenile custodian system; and

WHEREAS, a criminal and civil investigation into the Los Angeles County Probation Department and Los Angeles County Office of Education, which is one of the largest in the nation, by the U.S. Department of Justice could serve as a warning and model for further investigations into other juvenile detention and education centers nationwide; and

WHEREAS, this is an issue that the NAACP should speak with one mighty national voice, instead of a stand-alone-branch.

THEREFORE, BE IT RESOLVED, the NAACP calls for a criminal and civil investigation by the U.S. Department of Justice into the acts, actions and omissions of Los Angeles County Department of Probation, and Los Angeles County Office of Education; and

BE IT FINALLY RESOLVED, that the NAACP supports federal investigations and remedial action of all probation departments across the United States in which there are allegations of people or groups of people being treated differently because of their race, or allegations of blatant violations of people's civil rights.

CRIMINAL JUSTICE

1. *Supporting Families of the Missing and Murdered* **Adopted**

WHEREAS, the NAACP was founded on preserving and honoring the value and dignity of all humanity; and in Eastern North Carolina nine African-American women and one African-American man have been found brutalized and murdered; and

WHEREAS, the lack of adequate law enforcement resources from the local, state and national levels were not expended early enough to identify and incarcerate the assailant(s); and

WHEREAS, national media failed to prioritize the fate of these nine murdered women and one male whose bodies were dumped in deserted stretches of forests, fields, swamps and river beds in Edgecombe County and Rocky Mount, North Carolina; and

WHEREAS, two African-American women are still missing in Edgecombe County and Rocky Mount, North Carolina who have connections to the ten murdered victims; and because the lifestyles of these victims were plagued by substance additions, dangerous lifestyles and poverty their stories have not received significant media coverage; and

WHEREAS, in 2009, along with the vocal pressure of President Andre Knight of the Rocky Mount branch of the NAACP, family members and community leaders a series of community events led a growing crescendo of local press coverage and community support; and

WHEREAS, in June, 2009, early in the investigation, the Rocky Mount Branch of the NAACP was the first organization to call for a federal investigation into the complex case of a possible Serial Killer(s) and went on record stating that the lack of law enforcement, community resources and national media attention was due to the race and lifestyle of the victims; and

WHEREAS, in July, 2009, local law enforcement publically affirmed that the case of these victims was due to a Serial Killer(s); and

WHEREAS, in December, 2009, Rocky Mount NAACP Branch President Andre Knight, City Councilman Reuben Blackwell and community leaders worked with family members of the missing and murdered for form Parents and Relatives of the Missing and Murdered (PROMM) become primary advocates for the justice of their loved ones and to reclaim the lives of vulnerable individuals who still engage in tragic and dangerous lifestyles; and

WHEREAS, their motivation and advocacy moved North Carolina Governor Bev Purdue to send help to local law enforcement agencies; and over 100 National Guards troops were deployed to search for more bodies of any evidence of existing murder victims in miles and miles of forests, swamps and fields in Edgecombe County and Rocky Mount; and

WHEREAS, in March, 2010, the North Carolina State Conference of Branches President, the Rev. Dr. William Barber came to the aid and encouragement of the families and the community; and several hundred people attended a Sunday evening service to remember the slain women and man and to pray for the two missing women and for all the families who have been impacted by these tragedies; and

WHEREAS, in June, 2010, GQ Magazine published a story of the missing and murdered women thereby re-igniting media interest in the case; and

WHEREAS, the NAACP continues its commitment to ensure fair and safe law enforcement practices in all communities, including communities of color; and the

NAACP is committed to protecting the rights of victims' families as well as the proper treatment and legal prosecution of the accused.

THEREFORE, BE IT RESOLVED, that the NAACP does adopt at its annual convention in Kansas City, MO in July, 2010, this resolution to support the efforts of the North Carolina State Conference of Branches of the NAACP, and in particular, the Rocky, Mount, NC Branch of the NAACP, to encourage all law enforcement agencies involved invest whatever resources are necessary to solve the cases of these nine African-American women and one African American man; and

BE IT FURTHER RESOLVED, that the NAACP is an organization of compassion as well as justice, and it offers its full moral support to the families of these victims; and also petitions the State of North Carolina to ensure that all of the victims' families receive just and due compensation afforded to individuals by the State in matters as these; and

BE IT FINALLY RESOLVED, that the NAACP calls for local, state and federal law enforcement agencies to designate the unsolved and unresolved cases of the missing and murdered victims in Rocky Mount and Edgecombe County, North Carolina as high priority and move speedily and judiciously to gather evidence, identify and prosecute the perpetrator(s) and deliver full justice to the families of these women and man.

EMPLOYMENT

1. *In Support of More Diversity and Advancement at United Airlines and Other Air Carriers* **Adopted**

WHEREAS, millions of African-Americans and other minorities utilize the services of United Airlines and all other domestic air carriers every year; and

WHEREAS, over 200 African-American pilots and other airline professionals were hired by United Airlines as a result of class action litigation and a consent decree in the 1980s; and

WHEREAS, an identifiable pattern of racial discrimination and incidents of harassment of African-American pilots by United Airlines management have served to limit or thwart the well deserved advancement of qualified African-Americans and other minority professionals; and

WHEREAS, the pattern of discrimination has had a disparate impact on the qualified African-American or minority pilots and airline professionals who were passed over for numerous promotions or forced out or locked out of management positions by discriminatory practices; and

WHEREAS, complaints about the pattern of a lack of promotions for African-Americans and other minorities have been ignored by United Airlines senior management; and

WHEREAS, current United Airlines CEO Glenn Tilton was a senior level manager with over 20 at the Texaco Corporation when that company was sued in 1994 by six African-American employees for patterns of racial discrimination and thereafter reached a major multimillion dollar settlement in 1996 assisted by pressure from the NAACP and key civil rights activists; and

WHEREAS, a pattern of racial discrimination in promotions of African-Americans and other minority employees similar to that found evident at the Texaco Corporation in the 1990s became noticeable in the years after Mr. Tilton became CEO of United Airlines in 2002; and

WHEREAS, a merger between United and Continental Airlines was announced on May 3, 2010, and this pending merger is expected to be approved by Department of Justice (DOJ) by the end of the year; and

WHEREAS, the merging of United and Continental will likely cause the elimination of many management positions with a disparate impact on African-Americans and other minorities; and

WHEREAS, it is urgent that a new consent decree be negotiated **BEFORE** the final approval of the planned merger of United and Continental and that decree must establish a strong diversity and inclusion policy supporting the promotion of African-Americans and other minorities into all levels of management to include the position of director, vice president, president or CEO.

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People, (NAACP), actively support, through all available means, and end to all discriminatory procedures and practices or harassment at United Airlines or any airline that has caused a harmful or disparate impact on African-American and other minority employees; and

BE IT FINALLY RESOLVED, that the NAACP support all available legal options to encourage United Airlines and all domestic air carriers to fully compensate all African-American and minority pilots and professionals for lost promotional opportunities or harassment; and immediately adopt effective remedies including policies and procedures that affirmatively consider African-Americans and other

minorities for all management and senior management position up to and including CEO and director.

ENVIRONMENTAL JUSTICE

1. *BP Deepwater Horizon Gulf Oil Spill Disaster*

Adopted as amended

WHEREAS, the BP oil spill has and will cause massive disruption to the economic, ecological and social life of the US Gulf Coast from Florida through Texas; and

WHEREAS, this BP oil spill disaster is further compounding the enormous immediate and long term structural risks to life, health, culture, property, and businesses associated with the 2010 hurricane season; and

WHEREAS, Gulf Coast people of color make up 30% or more of the region's population, but other than a few BP and federal officials and employees, they have been excluded from Federal, State, County, Parish and BP leadership positions in emergency response planning, policy development, contracting, academic modeling of solutions, as well as higher paying employment opportunities; and

WHEREAS, the NAACP, the oldest and largest civil rights/human rights organization in the United States, has used its organizational resources and prestige to lead the effort to provide people of color and local constituencies along the Gulf Coast with opportunities for inclusion; and

WHEREAS, there is still a need to provide advocacy for those who are negatively impacted by the BP Oil Spill Disaster; and

WHEREAS, the NAACP has sent a letter to BP International Headquarters, expressing grave concerns over the disaster and recommending corrective actions.

THEREFORE, BE IT RESOLVED, that the NAACP call on all Disaster related Federal Government entities including, but not limited to, the Department of Homeland Security, EPA, HUD, Department of Interior and the Gulf Coast's Federal Unified Area Command, to ensure that NAACP representatives are included on all disaster planning, policy and response executive management teams; and

BE IT FURTHER RESOLVED, that the NAACP calls on all Governors, County and Parish Presidents and Executives to ensure that NAACP representatives are included on their disaster planning, policy and response executive management teams; and

BE IT FURTHER RESOLVED, that the NAACP calls on all Federal, State, County and Parish, as well as, local governments create local small and minority owned business contracting participation goals consistent with the population ratios of these areas; and

BE IT FURTHER RESOLVED, that the NAACP calls on the White House to convene a meeting with NAACP representatives on the Gulf Coast and the Administrator of the Gulf Claims Facility to ensure that his plans include a diversity inclusion contracting and employment process; and

BE IT FURTHER RESOLVED, that the NAACP reiterate our request that BP officials meet with NAACP representatives to review our requests and suggestions and the BP response; and

BE IT FINALLY RESOLVED, we call on all individuals and organizations to endorse and sign the Call to Action by signing the petition located on the NAACP's website at www.naacp.org.

HEALTH

1. NAACP Supports a National Study on the Impact and Consequences of Marijuana Enforcement on African-American Communities Adopted as amended

WHEREAS, for over 30 years the American criminal justice system has waged a costly and unsuccessful “war on drugs” which has not made our communities any safer from drugs or violence or helped lower addition rates; and

WHEREAS, the war on drugs is not impacting the drug lords and cartels for which it was intended, rather disproportionately targeting African-American communities and other communities of color, effectively creating a ‘Jim Crow’ system of justice that systematically perpetuates structural racism; and

WHEREAS, the majority of law enforcement resources are being spent on dealing with low-level drug offenses such as marijuana possession, leaving little resources to address and investigate violent and more serious crimes; and

WHEREAS, we spend billions of dollars to prosecute and incarcerate marijuana offenses, while refusing to invest in effective programs that will foster public safety – such as diversion programs, education, rehabilitation and treatment; and

WHEREAS, the implementation of marijuana laws specifically have been unduly burdensome and unjust to minorities, and specifically African-American males; and

WHEREAS, data indicates that Blacks represent over one-third of drug arrests yet represent 46% of people convicted on drug felonies in state courts; and

WHEREAS, 40% of the roughly 1.5 million people who are arrested each year on drug violations are arrested for marijuana possession; and

WHEREAS, the percentage of African-Americans and Whites who use marijuana over any 30-day period are similar, yet for the 18-25 age group which constitutes a substantial proportion of marijuana arrests, African-Americans regularly use marijuana at a rate lower than White (16.5% and 18.4% respectively), suggesting that their overrepresentation in the criminal justice system may be even more profound; and

WHEREAS, youth who get disproportionately caught up on marijuana charges find it more difficult to find employment and housing because of a criminal drug record; and

WHEREAS, the tearing apart of our families and communities as a result of this seemingly targeted enforcement of marijuana laws is too high a price to pay; and

WHEREAS, the potential harm that may be associated with using marijuana is more than outweighed by the immediate harm that result from being caught in the web of the criminal justice system; and

WHEREAS, we strongly oppose the usage, sale and distribution of marijuana other than for specifically prescribed and diagnosed medicinal purposes.

THEREFORE, BE IT RESOLVED, that the NAACP call for a national study to assess the disproportionate impact of marijuana enforcement on African-American communities and other communities of color; and

BE IT FURTHER RESOLVED, that the NAACP will continue to advocate for effective policies to deal with drugs and violence in our communities; and

BE IT FINALLY RESOLVED, that the NAACP will continue to fight for a fair, just and balanced system of administering justice in the United States.

LEGISLATIVE

1. NAACP Calls for an Inter-Agency Working Group on Human Rights and for Reform of the United States Commission on Civil Rights

Adopted

WHEREAS, since its inception, the NAACP has consistently served as the conscience of America regarding the violation of the human rights of people of racial and ethnic minority populations both at home and abroad; and

WHEREAS, the NAACP first took the fight against racial segregation, white supremacy and Jim Crow directly to the United Nations in a petition filed on behalf of the Association by Dr. W.E.B. DuBois in 1947; and

WHEREAS, the NAACP has worked to secure U.S. ratification of United Nations human rights treaties including the International Covenant on Civil and Political Rights and the International Convention on the Elimination of All Forms of Racial Discrimination; and

WHEREAS, the Obama Administration has emphasized its commitment to human rights at home and abroad, which requires at a minimum full, constructive and meaningful participation in international and regional human rights institutions guided by the principles these institutions are intended to uphold; and

WHEREAS, we must establish concrete measures in order to fully address the entire range of human rights violations in which the United States is implicated; and

WHEREAS, historically, the US Commission on Civil Rights was established to study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice and to appraise federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, disability, or national origin, or in the administration of justice, and should, conceptually, be a key partner in the quest to create a more perfect union which respects Americans' civil and human rights; and

WHEREAS, in recent years the U.S. Commission on Civil Rights has strayed from its historic and critical core mission to investigate and diagnose the state of civil rights in our nation, and instead has articulated views hostile to vigorous civil rights enforcement; and

WHEREAS, the NAACP has been notified in the past month that, due in large part to the fact that the US Commission on Civil Rights has strayed so far from its original mission that its federal funding is in imminent danger of elimination by the United States Congress; and

WHEREAS, the Congress and the President have the opportunity to create a more effective response to civil and human rights by reforming, and not eliminating, the US Civil Rights Commission and issuing an Executive Order directing federal government efforts on domestic human rights; and

WHEREAS, there is a clear and definite continuing need for the work of the U.S. commission on civil Rights as originally envisioned by its creators.

THEREFORE, BE IT RESOLVED, that the NAACP calls on President Obama to issue an Executive Order to create a revitalized and effective Inter-Agency Working Group on Human Rights to achieve the following:

- implement the full spectrum of human rights as envisioned in the Universal Declaration of Human Rights, recognizing that every human being is entitled not only to civil and political rights, but also to economic, social and cultural rights;
- promote, respect and implement human rights obligations in U.S. domestic and foreign policy among executive departments and agencies;
- facilitate and coordinate impact assessments and studies to ensure government policies, pending legislation and regulations are consistent with human rights commitments;
- require Inspectors General, civil rights and civil liberties offices within departments, and the Government Accountability Office incorporate human rights obligations and analysis in their reviews and investigations of government agencies, policies and programs;
- prepare, with meaningful civil society consultation and input, a plan of action to fully implement and incorporate human rights obligations into domestic and foreign policy, which includes following up on recommendations made by treaty bodies such as the Human Rights Committee and the Committee on the Elimination of Racial Discrimination as well as the U.N. Human Rights Council following the 2010 Universal Periodic Review; and
- enhanced collaboration between federal, state and local governments on implementation and enforcement of human rights obligations.

BE IT FURTHER RESOLVED, that the NAACP calls on Congress to reform the United States Commission on Civil Rights and take steps which include expanding the Commission's mandate to monitor government compliance with civil rights laws and human rights treaties as matter of domestic policy and law; and

BE IT FURTHER RESOLVED, that the NAACP Board of Directors requests that the President and CEO take any and all steps necessary to support efforts by the Human Rights at Home Campaign to advocate for the creation of an infrastructure to enforce, implement and monitor compliance with human rights treaties and international law which includes both an Executive Order and an independent and effective United States Commission on Civil and Human Rights; and

BE IT FINALLY RESOLVED, that the National Office provide support to local NAACP units and chapters to strengthen their capacity to engage both the Executive Branch, Congress and state and local governments in the type of civil society advocacy essential to ensuring that human rights are fully protected as a matter of domestic law and policy.