

NAACP: STEADFAST & IMMOVABLE

2017
ANNUAL
REPORT

MISSION STATEMENT

The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate race-based discrimination.

VISION STATEMENT

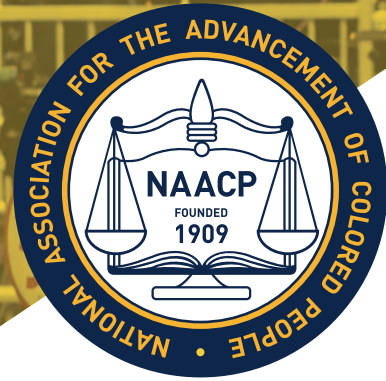
The vision of the National Association for the Advancement of Colored People is to ensure a society in which all individuals have equal rights without discrimination based on race.

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INTRODUCTION



STEADFAST & IMMOVABLE

This was an unprecedented year for the NAACP and the nation. We named a new President and CEO, Derrick Johnson who is bridging the gap between our board, employees and the community. Our focus is to be Steadfast and Immovable, this is not just a theme, this is our determination. It is, without a doubt, necessary for the NAACP to stand our ground and continue to advocate for and represent those who cannot represent themselves.

The very core of our nation is being challenged by the system that should be representing all people. We find ourselves fighting segregation, women's rights, human rights and bold bigotry. We must be the catalyst which propels our communities into action, toward the polls, to our neighborhoods and schools, toward our families with a new drive to protect our rights and our lives.

The NAACP made great strides in 2017 to present and make a difference. Greater opportunities to increase our financial resources with new and renewed corporate support made a difference in how we can in turn support our constituents, mission and vision. Increased membership has helped our cause as we see how committed our members are and how much they believe in our work as a viable organization.

Our most important work in 2017 included voter education and protection, health care reform, climate resiliency and education, prison reform and police reform, immigration protection, greater youth involvement and overall mobilization of our communities. It's time to come together as we are greater together, we are stronger together, and we are more encouraged and more united to be *Steadfast and Immovable!*

FROM THE CHAIRMAN

The year 2017, brought extraordinary challenges to America. On January 20, 2017 the White House became occupied by an individual hostile to civil rights and human rights. What's worse, he is aided by a **"majority"** of likeminded supporters in Congress. Now we must recall Martin Luther's question; where do we go from here? Chaos or Community?

Unequivocally, the National Association for the Advancement of Colored People (NAACP) chooses Community. We choose to reach out rather than withdraw, to welcome, not turn away, we choose to organize because we understand this is not the time to agonize.

This became the time to prepare for the battles before us. Time to protect our right to vote and focus on a nationwide voter education campaign to assure that our 2,200 Units in every state across the nation engage in a community -wide get out the vote campaigns.

This was the time during the 108th Convention for us to unfurl our NAACP Banner bearing our theme "STEADFAST and IMMOVABLE" and move forward to set policies, programs and plans of action for the year to focus on the current challenges in a new period of turmoil as a nation. We faced a national budget intended to gut critical funding for education, a rollback in healthcare reform that would strip healthcare from 23 million Americans, while we saw unprecedented efforts to suppress the vote of black and brown people, young people and progressives, who aspire for this nation to become more inclusive and just. As an organization, we are working to fulfill the vision and mission of our founders.

This was a time for new beginnings so, on July 22, 2017 during the 108th NAACP Convention the Executive Committee of our Board of Directors named its Vice Chairman, Derrick Johnson, Interim President/ CEO. His longtime service with the Association qualified him to take decisive action to deal with daily challenges and serve as our primary spokesman.

This was the time to launch NAACP (FORWARD), a National Listening Tour as a part of the NAACP 108th Annual Convention in Baltimore, MD as we began the process of updating our Strategic Plan, enhancing our vision, mission, and commitment to the fight for civil rights amidst a climate of political hostility, voter suppression, income inequality, mass incarcerations, police brutality and anti - immigrant sentiment. The Listening Tour included 7 cities starting with Detroit, MI, National Chairman and Derrick Johnson, President/CEO were the leading participants. The other cities visited were each located within one of the Association's 7 Regions. The information gathered from hundreds of supporters in their communities provides vital information for planning our future.



FROM THE CHAIRMAN

This year, our Health Team continued to implement initiatives in childhood obesity and HIVAids, launched a new dialysis education project and anti - menthol project. Throughout the initiative, some 49 Branches delivered Project Help programs participated in by more than 13,000 individuals who were provided information on a broad range of chronic disease prevention programs. Our health staff also engaged students at 7 universities in 6 different states in health advocacy programs, in a series of two-day events. Information and guidance for our program "Moving Forward with Health Reform" were provided for NAACP Units across the nation.

The NAACP Education Department worked with a partner, "Alliance for Excellent Education" to produce a video, ESSA (Every Student Succeeds Act) which was shown during the NAACP National Convention and was available for NAACP units for guidance and training. This is a feature of a nationwide training program for equal education for all students and enforcement and funding for ESSA. The NAACP Education Staff conducted ESSA & civil rights training for Units and State Conferences in some 25 states during the year.

The Environmental Climate Justice Staff hosted training programs involving over 200 state and local NAACP leaders from, 48 states, in energy, justice and climate resilience. As a result, during the year, NAACP leadership in various parts of the country launched "Just Energy Policies" campaigns and sponsored demonstration projects about community solar and energy efficiency while others organized projects about local food, sea level rise and more. As the year advanced, the work increased.

The Criminal Justice Department provided training, units support and developed programs, including work to end the death penalty. Staff collaborated with the Missouri State Conference for a successful campaign to stay the execution of inmate Marcellus Williams with a petition of some 200,000 names and letter from our President/ CEO. Staff also worked to assess NAACP Prison Branch needs and to strengthen them. There are currently 37 Prison Branches and the Senior Director visited each of the Prison Branches in Missouri to demonstrate support, learn about their work, the challenges they face and to assess their needs. She has proposed to visit the remaining Prison Branches in the coming year.

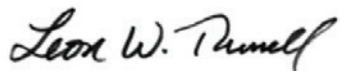
Our Communications Department advised that the NAACP garnered 518,000 press mentions during the year compared to 233,000 in 2016 and reported that there were 1,969,952 NAACP unique website visitors.

FROM THE CHAIRMAN

Now, as 2017 ends, we urge every NAACP Branch, Youth Council & College Chapter to reach out to every church, members of the Divine 9, every labor organization, Masonic order, every Elk, every Link - every member of your community, and organize. Across our nation, its organizing time, we can make a difference, if we organize and if we lift every voice and vote!

We have noted some of our vital activities and programs during this critical year, 2017, and we urge you to read this Annual Report to learn more important details regarding all the programs, problems, and accomplishments described herein. We ask you to join us, in the campaign to save America's conscience.

Sincerely,



Leon Russell
Chairman, NAACP Board of Directors

FOUNDATION CHAIRMAN'S LETTER

As the NAACP moved forward into the 21st Century, we sought to develop a new call, establish an expanded vision and directed our attention towards sustainable revenue streams to better support our programs.

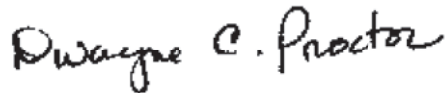
An integral part of this process was to establish the NAACP Foundation, formerly NAACP Special Contribution Fund, to help us increase our fundraising base and more effectively pursue our goals for the 21st Century.

Since the Foundation's establishment, to applause and appreciation, The NAACP Foundation Board of Trustees completed its second full year of fundraising to support vital NAACP programs in Employment, Education, Health, Public Safety, Criminal Justice, Voting Rights and expanding Youth & Young Adult participation. For the year 2017, we note that \$5,345,575 was raised and is an increase of some \$851,936 over \$4,493.63 raised in 2016. Thus far, for 2018, some \$5,321,628 has been raised. Therefore, we can happily anticipate that more will be received by that year's end.

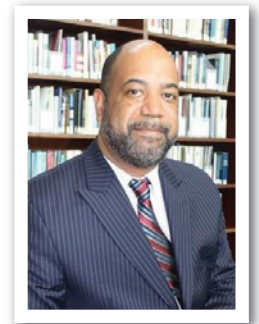
At the same time, I should note that our dedicated Trustees also added "pro bono" support to our financial efforts valued for some \$400,000. It is this type of commitment which is further inspired by our new leadership.

A century ago, W.E.B. DuBois proclaimed "Make Way for Democracy! We saved it in France, now we will save it in the United States of America or know the reason why." As the NAACP forges ahead with our battle to assure full citizenship rights for all of us, we urge you to **Defeat, HATE - VOTE.**

Most appreciatively and best wishes.



Dr. Dwayne C. Proctor
Chairman, NAACP Foundation Board of Trustees



FROM THE PRESIDENT & CEO

The year of 2017 brought unprecedented challenges to civil and human rights, but NAACP members continued to prove the resilient power of grassroots, community activism.

While white supremacists and neo-Nazis marched through our cities and held appointments in our nation's highest offices, policymakers put forth new laws to silence our votes and roll-back our rights. But, thanks to the dedicated advocacy of our members, the NAACP remained *steadfast and immovable* in our fight to stop hate and advance justice.



Returning home to Baltimore for our 108th national convention, we fostered new strength and strategy to propel us forward. We set our sights on the 2018 midterm elections, raising resources to motivate and educate voters and overturn suppressive voting laws. Our legal and legislative agenda also prioritized justice for immigrant communities, defending DACA and the protected status of Haitian immigrants. Meanwhile, NAACP programs and units collaborated to advance economic inclusion, police reform, educational equity, health care, clean energy, and other critical safeguards for our lives and livelihoods.

2017's challenges were great, but the NAACP is greater. It was an immense honor to be named your president and CEO in 2017, and I look forward to the progress that we will achieve together in the years ahead.

In solidarity,

A handwritten signature in black ink, appearing to read 'D. Johnson', written in a cursive style.

Derrick Johnson
President and CEO
NAACP

HEALTH

The health team had a productive year in 2017. The team continued to implement the national health and wellness, childhood obesity, and HIV initiatives, and it launched a new dialysis education project and an anti-menthol project.

Health and Wellness

Project HELP (Healthy Eating, Lifestyle and Physical Activity) was developed to help NAACP branches raise awareness about chronic diseases that disproportionately affect communities of color, as well as increase civic engagement in building healthier communities. In 2017, the NAACP expanded the project to incorporate strategies focused on influencing local program and policy changes and sustaining community engagement. Funded affiliates engaged diverse groups of community members, agencies, and organizations in advocacy efforts, including conducting needs assessments to identify challenges and gaps that impact their communities' health; organizing public forums to educate the public about identified key issues; and mobilizing their communities to advocate for resources and improved programs and policies to effectively address community issues. A total of 3,050 individuals were engaged in advocacy activities.

In 2017 the NAACP also scaled up **Get Healthy Young People Everywhere**, or **Get HYPE**, an initiative designed to engage college students in activities and conversations about healthy living, health equity, civic engagement, and health advocacy. The national office provided grants to college chapters to host two-day events on their campus, which consisted of a block party filled with food demonstrations, fitness challenges, educational health displays, and health screenings, and a policy forum on key health-related issues impacting the campus community. The chapters also held membership and voter registration drives during each event to encourage students to get involved on campus and play an active role in supporting and advocating for healthier communities. Seven schools participated in the program in 2017: The University of Texas at Arlington; Arizona State University in Tempe; the University of Houston in TX; Indiana State University in Terre Haute; Housatonic Community College in Bridgeport, CT; California State University, Monterey Bay in Seaside; and the University of Texas at Austin.

Childhood Obesity

The national office continued to provide support to local branches to help reduce childhood obesity among Black children. Most notably, the Biloxi, MS branch launched an outreach campaign to educate stakeholders on the harmful impacts of childhood obesity, the need to increase physical activity among children, and the option of shared-use agreements as a tool to combat childhood obesity. Over a six-month period, branch leaders engaged with the Biloxi School District, local churches, the city government, and other key stakeholder groups to garner community leaders' thoughts about strategies to address the city's childhood obesity epidemic and raise their awareness of shared-use agreements. Along with leaders of the Gulfport, MS branch, Biloxi branch leaders also met with several Mississippi State elected officials, private-sector health care leaders, and federal agency staff to advocate for more effective policies around physical activity and nutrition. This outreach helped advance local appreciation for shared-used agreements as a policy strategy to increase physical activity among children in under-resourced areas and to improve children's health.

HIV/AIDS

The Black Church and HIV initiative was also expanded in 2017. The health staff worked with external project partners to enhance faith leader outreach sessions with more local involvement in early planning; advance support for seminary education and denominational engagement; and disseminated updated resources to help inform, encourage, and guide the faith community's engagement in local HIV outreach and prevention efforts. More than 500 print copies of the revised pastoral brief and the activity manual were disseminated through local outreach events, sessions with seminarians and denominational leaders, and the NAACP's National Convention; the documents were also available for download at the initiative's website, www.theblackchurchandhiv.org. In addition, on July 23 the initiative recognized its sixth annual Day of Unity to unite Black faith leaders across the US to preach from the pulpit about HIV as a social justice issue. Highlights include 143 pastors pledging to preach about HIV as a social justice issue from the pulpit on Day of Unity; 12 Facebook posts and 19 tweets, which garnered 8,516 Facebook impressions and 17,897 Twitter impressions; eight mass media interviews and an op-ed featuring staff and project ambassadors; and a booth at the National Convention Health Pavilion featuring two project ambassadors, who shared resource materials and their insights with attendees.



HEALTH

New Initiatives

This year, the NAACP launched a pilot program to engage selected affiliate leaders around dialysis options and how to access them, particularly home-based treatments. The pilot involved hosting a regional town hall in Regions I, III and V that featured speakers and other resources to help attendees learn about kidney disease treatment and how to receive treatment that will yield optimal health and lifestyle outcomes. The staff implemented the project in close partnership with the Alliance for Home Dialysis, which provided take-away resources for attendees and secured speakers and venues.

Also, the health team kicked off the **“Youth Against Menthol”** project this year to engage young adults in tobacco education, outreach, and media advocacy. The project aims to reduce menthol cigarette smoking among African-American young adults and promote youth engagement in advocating for policies that protect Black communities from tobacco companies’ disproportionate and abusive advertising tactics.



EDUCATION

Priorities of the Education

Department include support for quality public education, opposition to public funding going to private, for-profit schools or to private, for-profit charter management organizations, public charter accountability, adequate, targeted funding, more time for more learning, effective teaching, fair discipline, diversity, parent/ community engagement, all toward the broader objective of college and/or career success.



In 2017, the Education Department staff conducted in-person ESSA (Every Student Succeeds Act) and civil rights trainings or presentations with the following State and Area NAACP Conferences: Alabama; New Jersey; South Carolina; Maryland; Kansas; Illinois; New England; Idaho-Nevada-Utah; Wyoming-Montana-Colorado; Louisiana; Ohio; Texas; Mississippi; Indiana; Alaska-Oregon-Washington; New Mexico; Arizona; California; and New York, as well as the Kalamazoo, MI NAACP. We also provided an ESSA Toolkit for our units. <https://www.naacp.org/wp-content/uploads/2016/03/MakingTheGrade.pdf> The Department also provided a Review of Selected State ESSA Plans. <http://www.naacp.org/wp-content/uploads/2018/02/ESSA-Review-of-Selected-State-Plans-Final-2017.pdf>

The department also worked with partner, the Alliance for Excellent Education, to produce a video, ESSA and Equity. <http://www.naacp.org/issues/education/> This video was shown at the Education Department booth in the Exhibit Hall from Saturday through Tuesday at the national convention.

EDUCATION

Other work of the Education Department had political ramifications as our Board voted to oppose the nomination of Betsy De Vos for Education Secretary, which translated into actions on the ground by the Daytona Beach/Volusia County NAACP and the FL State Conference. Department staff provided support to these Florida NAACP units who voiced their opposition to the Bethune-Cookman University President inviting Secretary of Education De Vos as commencement speaker and honorary degree recipient. The State Conference also arranged for Bethune-Cookman protesting students, allegedly threatened by the Bethune-Cookman President, to be connected with counsel. <http://www.flnaacp.com/naacp/naacp-florida-state-conference-demands-bethune-cookman-university-deny-betsy-devos-speak-not-receive-honorary-degree-historic-university/> http://www.mynews13.com/fl/orlando/news/2017/5/3/bethune_cookman_univ

The Department also pushed back against the Trump Administration's proposed 2018 Education Budget. <http://www.naacp.org/wp-content/uploads/2017/07/SAMPLE-LETTER-TO-YOUR-U.pdf>

On a more positive note, the Scholarship Committee, a subcommittee of the Education Committee, awarded 64 scholarships totaling \$75,750. 46 went to Agnes Jones Jackson for a total of \$56,500, while 18 went to Hubertis W.V. Wellims for a total of \$29,250. The awardees were announced at convention.

The Education Department had also assisted the Maryland State Conference NAACP to file federal administrative complaints against the State of Maryland because detainees in the State juvenile detention system were not receiving all of the education services to which they are entitled.

In response to the State Conference complaint, the Baltimore Sun, state legislative leaders and the Governor have called for reform, and the Governor added \$3 million to the State juvenile detention education budget. <http://www.baltimoresun.com/news/maryland/bs-md-juvenile-education-bills-20151228-story.html>

VOTING RIGHTS



Voter Registration remains a constant initiative of the NAACP as we fight to not only encourage voting but work to protect voter's rights. The Legal Department of the NAACP has been involved in several court cases across the country that impacted voter fraud against African American citizens. In addition, NAACP has been gearing up for a massive voter registration plan that will be implemented in 2018 to support one of the most important votes America has ever faced, the 2018 midterm elections.

Our voting tool kit remains on our website to support individuals, groups and organizations in their plans to help get out the vote. We raised more resources to continue the fight against hate and educate our communities about voting rights, voting importance, voting goals.



CRIMINAL JUSTICE



Police Reform

The Criminal Justice Department focused on developing programming, training Units, writing, and speaking about police reform. The Department provided presentations, written training materials, and organized and participated on panels during the NAACP's national convention and a few state conventions. The department consulted with Units facing policing challenges, including Baltimore and Chicago.

Throughout 2017, the Criminal Justice staff worked with the International Association of Chiefs of Police (IACP) and the Yale Childhood Violent Trauma Center at the Yale School of Medicine on a collaborative project with the Department of Justice's Office for Victims of Crime. This Collective Healing in the Wake of Harm project works with law enforcement agencies and community partners around the country to assess needs, develop policies, and implement trauma-informed practices that could transform the relationships between police and the communities they serve. In November, Criminal Justice hosted a successful town hall on Baltimore police reform moderated by Barbara Arnwine and joined by members of the Civil Rights Coalition for Police reform. Approximately 150 people attended, 7,000 watched the Facebook Live video, and the event was featured on Roland Martin's News One Now show.

In June, the Senior Director wrote an op-ed about Jeff Sessions counterproductive and dangerous revitalization of the War on Drugs. Throughout the year, the Senior Director was quoted in several media outlets about police reform and also made televised and radio appearances.

Ban the Box/Fair Chance Hiring

The NAACP's fair chance hiring initiative has used employer roundtables, interviews, and personal engagement to educate employers about the need for and benefits of fair chance hiring. Fair chance hiring starts with banning the box and includes expanded initiatives to hire those with criminal records. The NAACP has educated state and local units throughout the country about the importance of Ban the Box and other fair chance hiring policies. We have worked with national partners to connect with other organizations focused on employer outreach about fair chance hiring.

In January 2017, the NAACP began hosting a series of four convenings of employers who signed the White House Fair Chance Hiring Business Pledge. Convening participants included senior representatives from Bank of America, JP Morgan Chase, Xerox, Gap, Inc., Walmart, Vice Media, CVS Health, Georgia Pacific/Koch Industries, Uber, and Johns Hopkins Medical Center. These convenings resulted in in-depth interviews and other engagement with representatives from FedEx, Prudential Insurance, Bank of America, and JP Morgan Chase, and Microsoft. These convenings allowed small group roundtables focused on distinct issues facing companies considering fair chance hiring including the role of racial equity, non-profit partnerships, and data collection.

The fourth in the series of convenings was a Fair Chance Hiring Summit that was conducted as part of the NAACP's 2017 national convention. This summit was videotaped and is available for use for further trainings.

Death Penalty

Criminal Justice worked to end the death penalty, providing Unit support and programming, and engaging with the anti-death penalty community. In August, the Department supported the Missouri State Conference's successful campaign to stay the execution of Marcellus Williams, promoting a petition that resulted in more than 200,000 signatures and drafting a letter for the President and CEO. The Department strengthened connections with the larger anti-death penalty community through speaking engagements and participation on the 8th Amendment Project's Advisory Committee and two regional convenings. At the end of the year, the Department secured a \$90,000 grant from the 8th Amendment Project to continue anti-death penalty training and technical assistance.

Criminal Justice programming more than quadrupled during the Annual Convention from 2016. Programming included working with the Hollywood Bureau on a documentary competition and a criminal justice plenary, convening a day-long fair chance hiring employer summit, conducting a criminal justice workshop on police accountability, and hosting NAACP Experience panels on re-entry, the death penalty, and anti-violence activism.

CRIMINAL JUSTICE

To support the state conference and local units throughout the year, the department provided units with targeted technical assistance on police reform, hate crimes, citizen's complaints, gun violence, stand your ground, ban the box, and death penalty issues. In addition, department staff presented trainings and participated on panels at the Alabama, Colorado-Montana-Wyoming, Florida, Idaho-Nevada-Utah, Indiana, Mississippi, New York, South Carolina, and Texas state conventions.

There are currently 37 prison branches, and 5 of them are compliant. In June, the Senior Director spent three days in Missouri visiting 5 NAACP prison branches across the state. The purpose of the tour was to demonstrate national support for prison branches and to learn about the efforts and problems within of these branches.

In September, the Department provided training to units and the public through a webinar entitled "Is Immigration a Black Issue" including the following units, Alabama, Colorado-Montana-Wyoming, Florida, Idaho-Nevada-Utah, Indiana, Mississippi, New York, South Carolina, and Texas state conventions with speakers Hilary Shelton, Nana Brantuo (Black Alliance for Just Immigration), and Jasmine Tyler (Human Rights Watch).

The Criminal Justice department will work with the Youth & College Division and the Hollywood Bureau to deepen engagement with millennials and the hip hop community about criminal justice issues.

The department will also work with the Health Department to provide guidance and support for unit efforts to address community violence while providing a public health focus and uplifting the voices of crime survivors of color.

Building on advancements over the past years including the release of over **25** state **Just Energy Policies Reports** since 2014, and the development of multiple guidance documents including Engaging with the Public Utilities Commission, Teaching Environmental Justice in the Classroom, Equity in Resilience Building for Climate Adaptation, and more, 2017 continues to be characterized by extensive engagement in field building, continuing to infuse equity measures into environmentalism, including mitigating and adapting to climate change. In 2017, we engaged in over 100 speaking engagements at in-person events, or on webinars, as well as providing ongoing equity-based analysis and feedback/input for over 100 programs, projects, products and processes through individual consultations, advisory boards, steering committees, and boards of directors.



With an increase in interest of our constituents, paired with a greater need for engagement as the shift in political climate calls for greater emphasis on localism and state-based policy work, we hosted 6 trainings involving over 200 state and local NAACP leaders from 48 states, in energy justice and climate resilience.

Because of our increased field building and extensive capacity expansion, this year state and local NAACP leadership launched Just Energy Policies campaigns around developing and/or strengthening energy efficiency and clean energy policies and pushing back on mandatory/fixed charges. Communities also executed demonstration projects around community solar and energy efficiency, while others started resilience projects around local food, sea level rise, disasters, and more. This year Environmental and Climate Justice increased comprehensive programming to support environmental protections and educate our communities.

This education included the development and implementation of the Clean Power Plan, by facilitating campaigns for clean air ordinances, advanced community engagement in air quality testing, and weighing in on proposals around carbon pricing and taxation.

The ECJP participated in strategy meetings, consultations and advisory groups designed to develop strategies around reducing harmful emissions. In each case the defining role of the ECJP was to ensure that equity measures were central to planning.

ENVIRONMENTAL & CLIMATE JUSTICE



The ECJP also released the following research papers, special projects, policy and/or educational materials, some in partnership with external organizations:

1. *Lights Out in the Cold: Reforming Utility Shut-Off Policies as if Human Rights Matter Report* that details utility disconnection policies in all of U.S. states and highlights the human cost of utility disconnections
2. *State Energy Snapshots for all 50 States* (though completed for all 50 states, only the ones where the state has done official releases are posted to the site)
3. *NAACP Just Energy Policies and Practices Action Toolkit*, which contains 8 modules of practical, user-friendly guidance on how you can phase out toxic energy like coal, nuclear, and oil facilities and bring in clean energy like wind and solar. The toolkit was inspired by NAACP units and other groups who have moved toward creating a more equitable and community centered energy economy and system.
4. *NAACP Model Energy Policy Guide*, which provides guidelines for state and local energy policies. Based on industry analysis, these standards are rigorous, yet attainable. If adopted nationwide, these policies will help to prevent climate change, as well as protect the well-being of communities.
5. *Power to the People: Fueling the Movement Towards Energy Justice*, Green America (Article)

In ongoing efforts to advance an equal opportunity society for African Americans, the NAACP Economic Department prioritizes black business development and entrepreneurship, housing and homeownership, workforce development and diversity and financial education.

Economic Inclusion Plans (EIP):

In 2017, we began collecting data on three major cities ravaged by social unrest and a history of contentious community/police relations: Baltimore, MD; Ferguson/St. Louis, MO; and Charlotte, NC. The goal of the EIP is to develop policy prescriptions that will aim to address the economic inequities fueling the unrest in these cities. To support the development of the EIPs, we hosted town halls where economists, grassroots organizers and city leaders gave panel presentations on their city's economic conditions. Members of the community also provided anecdotal information about their barriers to economic advancements. Once developed, the EIPs will be presented to local officials in hopes of implementation.

State Conference Collaboration:

In 2017, our partnership with Wells Fargo focused on 10 Micro-Grantee State Conferences: Texas, Florida, Georgia, Iowa-Nebraska, Wisconsin, Oklahoma, Maryland, Alabama, Pennsylvania and California.

These Micro-Grantees surveyed their constituents to identify the economic priorities in their states. Homeownership, small business development and financial literacy were the common threads in each of these states. The Micro-Grantees held roundtables to identify the pressing concerns in their communities, and they also conducted community convenings to address those concerns. At these convenings, home applications were completed by constituents, financial literacy was taught in middle schools and Wells Fargo representatives facilitated sessions on managing credit and business development. Over 400 people attended these convenings.



ECONOMICS

Housing:

In 2017, the Housing Team continued their partnership with Ocwen to produce, “Help for Homeowners” events that are designed to offer struggling Ocwen homeowners the opportunity to receive in-person, individualized advice and mortgage solutions to help them remain in their homes. To date, in 2017, these NAACP/Ocwen events have garnered approximately a 42% success rate with over 100 constituents served.

The Housing Team developed a partnership with Airbnb to assist them with increasing their number of minority hosts and employees, and to secure more procurement opportunities for minority-owned businesses. Airbnb will share with the NAACP the revenue it receives from adding new hosts (hosts’ earnings will not be impacted by this).

Additionally, the NAACP National Economic Department Housing Blueprint was drafted to address affordable housing nationally focusing on four major themes: Homeownership/ Financial Education, Labor/Employment, Fair Housing and Housing Development.

In 2017, cultivating relationships with the State Conferences to provide housing literacy guides, disaster relief resources, and providing general housing support was a major priority.

Youth Engagement:

The Economic Department is committed to providing financial literacy support to Millennials and beyond. Our 2nd Annual Twitter Town hall focused on budgeting garnered over 150 million aggregate Twitter impressions. 150 students attended viewing parties across college campuses to participate in the Twitter chat. Our October Twitter Town hall received wide support from our Youth & College Units as well. Our Department leveraged periscope to livestream a guest financial advisor who answered questions from our units about building and managing credit.

As part of our 2017 deliverables, we executed our 2nd Annual Idea Lab at the NAACP Annual Convention. The Idea Lab is a space to promote young Black entrepreneurship. This year our theme focused on bridging the producer/consumer gap for Black Millennials. Our six finalists developed business plans ranging from environmental sustainability to creating a virtual Black Wall Street.

Our outreach efforts also included hosting a webinar series focusing on workforce development. Specifically, how using social media as a professional resource can bring value, along with resume building skills.

Region I

Alaska-Oregon-Washington

The Seattle School Board considered a proposal from the NAACP Seattle-King County Branch to require ethnic studies at every school and make the subject a graduation requirement. The NAACP proposal does not strictly define ethnic studies, but the subject is often described as an interdisciplinary study of power, race, ethnicity and national origin, often including gender and sexual orientation, from the perspectives of marginalized groups. The NAACP initiated a proposal to make ethnic studies part of a required course at every school in Seattle, and a graduation requirement. The roll-out has in fact been implemented and training to teachers, parents and surrounding community has begun and will be in full effect in 2019

Arizona

The NAACP Maricopa County Branch, along with law enforcement agencies and other groups are supporting a virtual police training. Arizona state legislators allocated \$2.1 million to the Arizona Department of Public Safety to purchase the virtual training simulators. It will provide the opportunity to escalate or de-escalate the use of force continuum based upon the need of the situation. The system offers state-of-the-art simulation and tactical firearms through virtual training in the communities they patrol. The seven simulators will be placed at different law enforcement training facilities across the state.

Representatives from the NAACP, Black Lives Matter and other local organizations held a press conference in Phoenix at the office of The Arizona Informant, a historically Black publication, urging Arizona Gov. Doug Ducey to remove six monuments honoring Confederate soldiers.

California

Units in the NAACP California State Conference joined hundreds of workers to participate in multiple rallies across the region as part of a national Day of Disruption to call for higher wages and more employee rights. The action was part of a larger effort where fast food workers, airport employees, hospital workers, and other service industry employees walked off their jobs demanded cities and corporations support union rights and pay their workers at least \$15 per hour.

The California-Hawaii State Conference is supporting AB 284, that would give local police and district attorneys the ability to ask the state attorney general's office to investigate police shootings. The legislation of Assembly Bill 284 was prompted by the high-profile police killings of Michael Brown in Ferguson, Mo., Eric Garner in New York City and the 2016 summer police shooting of Joseph Mann, a mentally ill homeless man, in Sacramento. In all three cases, local prosecutors declined to charge the officers. The bill requires the Department of Justice to create an independent review unit which will be known as the Statewide Officer-Involved Shootings Investigation Team to investigate shootings where officers are involved. Upon request of a local law enforcement agency or district attorney, the team will investigate, gather facts and provide a recommendation to the entity requesting the review.

FIELD OPERATIONS

The NAACP Los Angeles Branch and the Ocwen Financial Corporation collaborated with NID Housing Counseling Agency (NID), a U.S. Department of Housing and Urban Development (HUD) to host their first homeowner outreach event of 2017 in Los Angeles, California. The Los Angeles event will be the third event that Ocwen, NAACP and NID have collaborated on to help California homeowners over the last year.

Homeowners who attended the event received the following:

- Assistance with preparing their Request for Mortgage Assistance (RMA) package;
- Information on borrower eligibility for state and federal foreclosure assistance programs;
- Counseling on possible mortgage solutions tailored to fit their unique financial situations; and
- Information on free, follow-up housing counseling and education with NID.

The NAACP San Diego Branch hosted Dr. Luke Wood, and “Black Minds Matter: A Focus on Black Boys and Men in Education.” Black Minds Matter is a public course designed to increase the national consciousness about issues facing Black boys and men in education. The course draws parallels between issues faced by Black males in society and the ways that Black minds are engaged in the classroom.

Idaho-Nevada-Utah

The NAACP Las Vegas Branch is calling for information in the death of Tashii Brown and the immediate ban on the use of police chokeholds and neck restraints. The tragic tazing and choke hold death of Mr. Tashii Brown occurred at the hands of Las Vegas Metropolitan Police Department Officer K. Lopera. After review of the body camera video evidence, surveillance footage from the Venetian Hotel and information made public by the Las Vegas Metropolitan Police Department, the NAACP finds it necessary to call for the Clark County District Attorney’s office to criminally indict and charge Officer Lopera with the death of Mr. Brown as well as investigate all other officers and security personnel on the scene who may have played a role in assisting with the death of Mr. Brown.

The NAACP Reno Sparks Branch worked in concert with the local police department to hire more officers of color by assisting in the launch of quarterly information hiring sessions. Additionally, the branch hosted a community forum concerning unsettling recent events. Community members had an opportunity to address local law enforcement, elected officials and community leaders and provide suggestions, solutions and comments.

Region II

Delaware

The Delaware State Conference is working diligently with students in communities and local churches across the state to organize and reactivate youth councils in the state.

The State Conference continued to meet with the "Save the DuPont School" Action Committee whose goal is to preserve African American history and ensure the history of African American is included in the curriculum of all public schools.

Civic engagement strategies were priority for the Conference, facilitating voter registration campaigns throughout the state. The state registered approximately 250 new voters.

The leadership of the conference collaborated with the ACLU, and other organizations to improve the educational prospects for all children, to the point of filing for federal intervention.

Having a community presence in communities throughout Delaware, the branches collected clothing for youth, seniors, and the homeless. Items were distributed in local communities.

New Jersey

R. Todd Edwards, Political Action Chair for the New Jersey State Conference was the speaker at a symposium at Rutgers University regarding the legalization of cannabis. The focus of the symposium was on social justice advocacy for the entire healthcare professional audience. The Trenton Branch called for the resignation or firing of current Police Director Ernest Parrey Jr., after he made derogatory remarks at a community event in using the term "hood rats" to characterize members of the community he serves.

New York

Hazel N. Dukes, President of the NAACP New York State Conference and members of NAACP Branches and Youth Units throughout the City participated with Haitian New Yorkers in a demonstration against the Trump administration's decision to end a temporary residency program for almost 60,000 of their compatriots.

The Homeland Security Department said it was spiking the program put in place after Haiti's devastating 2010 earthquake because conditions have improved on the Caribbean island. The decision to end "temporary protected status" for approximately 60,000 Haitians gives them 18 months to leave the country or face deportation.

The announcement sparked protests in the city and across the country and drew strong denunciations from the NAACP New York State Conference, the Mayor of New York City and other law makers, leaders of Haitian organizations, and the religious community.

FIELD OPERATIONS

New York State Conference President Hazel Dukes wrote an editorial that appeared in the Amsterdam News calling for an overhaul of the voting system in the state of New York.

The State Conference called for all Units to support the Sickle Cell Treatment Bill Assembly Bill 5313 and the Senate Bill 4054. All NAACP Branches and Youth Units were asked to contact their legislatures and tweet: Please fully fund the Sickle Cell Treatment Bill Assembly Bill 5313 and the Senate Bill 4054.

State Economic Development Chair and Committee members, along with the Community Development Corporation and Delta, Sigma, Theta Sorority supported and participated in the 4th Annual Harlem Small Business forum celebrating and promoting small businesses.

New England Area Conference

A concerted effort to expand charter schools moved into high gear during 2017 in Massachusetts. It is believed that the proponents of charter schools set Massachusetts up as an initial battle ground for what was a new national effort to expand charter schools. It was viewed that a victory here would set the basis for launching the national campaign. NEAC became extremely active in the last two years to prevent further expansion. NEAC joined a statewide coalition of stakeholders; students, parents, teachers and other educational professionals and civil rights advocacy groups, including Mass Educational Justice Alliance, "MEJA." The president regularly meets with MEJA, representing NEAC as a member. The proponents developed a three-prong approach to advance their goal of expansion of charter schools in Massachusetts:

- 1) Court action
- 2) Legislative Action
- 3) Initiative ballot partition

An initiative petition was filed for the November 8th ballot to lift the cap on charter schools. MEJA began gearing up for a major campaign to defeat the ballot petition, Question #2 on the ballot. Under Massachusetts law, when an organization is established to campaign for an individual for public office or a ballot question, a Political Action Committee must be formed and must register with the Massachusetts Office of Campaign and Political Finance. Strict regulations must be followed. A Political Action Committee was established which was the campaign affiliate of MEJA. Partly in recognition of NEAC's strong participation in MEJA, the President was voted Chair of the Political Action Committee, the Save Our Public Schools Committee.

The Save Our Public Schools Campaign Committee achieved a resounding victory on the ballot initiative. Question 2 was defeated by a vote of 62% to 38%. NEAC continues its work with MEJA in support of public education. NEAC's is now focused squarely on improving underperforming schools, most of which are in communities of color and communities with a concentration of low-income people.

Pennsylvania

Pennsylvania State Conference entered the LDF law suit against President Trump: Commission on Voter Integrity. The Commission was disbanded due to the number of suits. LDF has follow-up questions about the use of materials that were gathered concerning citizen's information. The State Conference remains engaged in this work until those questions are answered.

Pennsylvania is also a plaintiff in a law suit against the Legislative and Executive Branches of state government over equitable state funding of public schools.

Pennsylvania State Conference is advocating for the restoration and strengthening of the Pennsylvania Human Relations Commission - a legislated agency that partners with DOJ and OCR to resolve civil rights complaints.

The Conference is advocating for newly drawn legislative districts lines to restore the two minority- majority districts of Pennsylvania.

Pennsylvania State Conference is restoring non-compliant branches and rebuilding Youth Councils and College Chapters across the state.

Region III

Illinois

NAACP Illinois State Conference leaders from across the state went to Cairo, IL May 22, 2017 to listen to the concerns of residents. Four of the six Branch Presidents in attendance served on the panel. More than 120 people came out and voiced their concerns for their families and community. Teresa Haley, President, Illinois State Conference NAACP encouraged residents of Cairo, IL on May 22, 2017 to show up at the next City Council meeting and ask the Council to change the City Ordinance to allow for trailers. President Haley told them that they need to be on record with contacting FEMA for temporary housing.

NAACP told the residents in Cairo, IL May 22, 2017 the NAACP could assist residents with finding legal assistance for their civil rights violations. The NAACP goal in Cairo, IL May 22, 2017 was to share information, empower the community and give tools needed to fight for their rights. The NAACP encouraged residents of Cairo, IL to purchase vacant lots and build or place trailers on lots.

The NAACP Chicago Branches supported DOJ Investigation of Chicago Police Finds Excessive Force and Constitutional Rights Violations. The US Department of Justice's investigation into the Chicago police-community relations found routine use of excessive force and violations of the constitutional rights of, black and Latino residents.

FIELD OPERATIONS

The Westside and Southside Chicago Branches joined with other groups, activists and advocates in front of City Hall's west entrance, September 29, 2017 to call for a seat at the table for civil rights groups, and individuals who have suffered brutality at the hands of police. In July 2017 the NAACP joined the landmark class action lawsuit seeking federal court intervention and community-driven oversight of the Chicago Police Department (CPD) reformation. The suit, *Campbell v. City of Chicago*, was filed on behalf of thousands of individuals, predominantly Black and Brown, who have been, or will be, subjected to the CPD's policy and practice of using force in racially discriminatory and brutal ways.

Indiana

Under the leadership of Atty. Barbara Bolling-Williams, President, Indiana State Conference Indiana State Conference along with the Indianapolis Branch and the League of Women Voters filed a second lawsuit that challenges purges of voter rolls as unconstitutional.

Attorney Bolling-Williams moderated a town hall on public policy issues for the Indiana Legislative Black Caucus at Indiana University Northwest's Savannah Center, Gary, IN on Aug. 19, 2017. Topics discussed included: more road and infrastructure funds, local government control over syringe programs to stop the spread of HIV/AIDS, and a delay in developmental assessment of school children.



As we completed this year-end 2017 Annual Report, Rev. Dr. Jerome Reide, NAACP Region III Director reported the passing of Rev. Dr. Julius Caesar Hope, former Director of Religious Affairs NAACP on October 24, 2018, in Brunswick, Georgia.

In recognition of his dedicated and exemplary service in the ministry for more than four decades, and tribute to exceptional leadership, serving as past NAACP Georgia State Conference President for 18 years and a Branch President for 15 years, the NAACP paid tribute by presenting the 6th Annual Medgar Evers Award, one of its most prestigious awards, for his 36 years of dedicated and commendable work as NAACP Director, Religious Affairs during which vital partnerships with diverse leaders of faith were established. Rev. Hope's leadership in Religious Affairs helped the NAACP form relationships with faith leaders throughout the nation, establish partnerships and means for communicating ideas and developing determination to carry on the fight for full citizenship rights for all people. He is survived by his wife Mrs. Louise Hope, two children and three grandsons.

Kentucky

The Kentucky State Conference held its quarterly meeting at Brandeis Law School, University of Louisville, June 17, 2017. Defense of the Affordable Care Act (Obamacare) and Every Student Succeeds Act were on the agenda. Raoul Cunningham, President, of the Conference & member of the NAACP National Board of Directors, presided. Dr. Jerome Reide, Regional Field Director, conducted Advocacy training for officers voting rights and political participation, affordable health care, criminal justice, education and economic sustainability.

Reverend Rhondalyn Randolph, President, NAACP Owensboro, Branch and Henrietta Harris, Chair, Education Committee, developed a program "ASPIRE" that would support and assist youth transitioning to adulthood. ASPIRE stands for Ambitious, Students, Preparing, Intellectually, and Realizing Education. The pro-gram for youth ages 13- 19 provides a mentoring group for youth through monthly meetings and hands on experiences.

Michigan

Because of the unrelenting work of the leadership of the NAACP Flint Michigan Branch regarding the corroding of lead water pipes in Flint, MI that reached dangerous levels of lead into the City's drinking water; on March 27, 2016 a federal court settlement awarded \$87 million to the City of Flint from the State of Michigan. The law suit was filed by plaintiffs Concerned Pastors for Social Justice, the Natural Resources Defense Council, the Michigan ACLU and Flint resident Melissa Mays.

The NAACP Detroit Branch hosted the first stop of the NAACP 's "Listening Tour". Chairman Russell and Interim President & CEO Johnson met with stakeholders from labor, corporate, and community-based organizations along with elected officials at the Quicken Loans Headquarters.

The Detroit Branch conducted "Take Your Soles to the Polls," a get-out-the-vote mobilization on Nov. 7, 2017. Voter Activation Network (VAN) phone banks, TV interviews, and social media were part of the toolkit.

Branch President & National Board Member, Rev. Dr. Wendell Anthony spoke at Congressman John Conyers Voting Rights Panel at the Congressional Black Caucus Annual Legislative Conference Sept 22, 2017, in Washington, DC.

Anita Dawson, Secretary, of the NAACP Lansing Branch and President of the Michigan APRI joined UAW activists at Women's March on Washington Jan. 21, 2017. Nora Stockton, First VP, of the NAACP Greater Indianapolis Branch and Chrystal Ratcliffe, President, NAACP Greater Indianapolis also joined the March.

FIELD OPERATIONS

Ohio

The NAACP Cleveland Branch petitioned Judge Nancy R. McDonnell Jan. 31, 2012 to release transcripts from the Tamir Rice grand jury proceedings. Tamir, who was 12-years old had a pellet gun with the orange tip removed when Officer Timothy Loehmann shot him to death on Nov. 22, 2014 outside Cudell Recreation Center. Loehmann was fired May 30, 2017. Frank Garmback who drove Loehmann in the patrol car was suspended for ten days. The Branch is appealing to Ohio's Eighth District Court of Appeals.

The Illinois State Conference, the Cleveland, Ohio Branch and the Hammond, IN Branches NAACP each received \$7,500 to conduct a pilot project in sharing information and resources for the Greater Cleveland area and surrounding communities about kidney disease prevention, dialysis treatment options and increasing African Americans awareness of the potential benefits of home dialysis.

This year Region III focused on membership growth, compliance, advocacy re civic engagement, hate crimes, criminal justice, economic empowerment, education, health and youth engagement.

Region IV

Colorado

The State Conference has been actively engaged in working on issues in all the game changer areas impacting the community and evaluating all statewide boards and commissions to educate the African American community relative to opportunities to serve.

Iowa/Nebraska

The Des Moines Iowa Branch and the Iowa/Nebraska State Conference, together with 60 other organizations held a sit-in at the Des Moines office of Iowa Senator Chuck Grassley in protest of the nomination of Jeff Sessions for U.S. Attorney General. Then NAACP President Cornell William Brooks joined the protesters at the sit in, as did Region VI Field Organizer Quincy Bates. Region IV Field Organizer was issued a citation for refusing orders to vacate the premises.

The Ames Youth Council, Omaha Youth Council, the Lincoln Youth Council, and the Dubuque Branch took steps to ensure their compliance in April.

Kansas

The Kansas State Conference and the Branch presidents of the Kansas City, KS, Olathe, and Johnson County branches, along with the faith community led a successful effort to get the first African American female, Rhonda K. Mason, appointed to the District Court in Johnson County. The State Conference is now studying all statewide boards and commissions to educate the African American community relative to opportunities to serve.

The Kansas State Conference held their quarterly meeting in Wichita on April 29 and put on a financial empowerment summit for the greater Wichita area.

Minnesota North Dakota/South Dakota

In January the State Conference was in discussions with Regional staff relative to proposed action or strategies for the Standing Rock Pipeline crisis in North Dakota.

The MN/ND/SD State Conference continues to explore the possibility of litigation in Minnesota relative to the state's racial equity, and has reached out to the General Counsel's office, Khyla Craine about this issue. The Conference was heavily involved in the Minnesota Equity and Inclusion Study that was released to the public. The audit covers the State's administrative compliance with the implementation of the State Procurement Act, the State Human Rights Act and the Statewide Affirmative Action Program. The MN/ND/SD State Conference has been very involved in the process from the beginning (as well as the Branches).

Missouri

In June the NAACP Missouri State Conference hosted the Criminal Justice Program Director Ngozi Ndule on a tour of some of Missouri's state prisons to meet with NAACP Prison Branches. The NAACP heard directly from prison branch members, and because of those dialogues, several important issues were raised. Some of those issues include the allegation that certain Missouri prison administrators arbitrarily add significant time to the sentences of prisoners and there were also serious allegations of medical neglect. The prison branches also requested training and volunteers to help them.

Region V

Alabama

The Alabama State Conference re-elected Benard Simelton to serve as the State Conference President at its annual State Conference Convention.

The Conference worked throughout the year to eliminate symbols of racial hatred and intolerance. Their efforts included speaking out against the erection of new Confederate monuments in Brantley Alabama, and in Crenshaw County Alabama, both of which were unveiled in the aftermath of the events in Charlottesville Virginia and hosting a Race-Relations summit with the Tuscaloosa County Chapter and the SCLC to discuss rising racial tensions.

Florida

The NAACP Florida State Conference continued its long-standing advocacy in the areas of Education and Juvenile Justice with a letter to Attorney General Jeff Sessions asking the DOJ to investigate Florida Department of Juvenile Justice facilities.

FIELD OPERATIONS

The State Conference called for a review of allegations of physical and sexual abuse, negligent hiring and training practices, under-staffing, and the lack of adequate medical care.

The Conference also continued its fight against racism in symbol and substance by calling on Governor Rick Scott to remove all Confederate symbols from the State Capitol.

The Miami-Dade Branch was also active in this regard with their efforts to challenge the city of Miami to continue its support for the “Urban Beach Week” celebration. City Officials planned to halt the event citing concerns about crime, but the Branch pointed out the fact that it would be wrong to treat the event differently than other large gatherings in the area. The Branch also held a rally with residents from Little Havana, Little Haiti, and Miami-Dade County to demand action from local officials to mitigate rising housing costs in the area.

The Conference joined by the NAACP Chairman of the Board of Directors, Leon Russell, held a press conference to announce their strong opposition to Governor Rick Scott’s removal of the Mark Lloyd case States Attorney Aramis Ayala after her refusal to seek the Death Penalty.

Georgia

The Georgia State Conference was very involved in litigation and legal advocacy after winning a lawsuit filed against the State of Georgia to prevent the State from changing voter registration deadlines that would disenfranchise voters. Their victory means the State of Georgia will no longer be able to cut off voter registration beyond 30 days of any Federal election. They were also successful in ending the state of Georgia’s onerous “exact-match voter registration verification” law. The law was stricken down and the courts ruled that the “exact-match” verification scheme violated the Voting Rights Act of 1965 and denied some eligible Georgians of their fundamental right to vote under the 1st and 14th amendments to the Constitution.

The Units of the Georgia State Conference were also active in the fight against racism in symbol and substance as the NAACP Augusta Branch held a rally to call for the removal of a Confederate Monument in the center of the city. The NAACP Atlanta Branch, in collaboration with Black Lives Matter and other local Civil Rights groups, held a 40,000-person march against white supremacy.

Mississippi

The Mississippi State Conference held an historic “March on Mississippi” to demand workers’ rights at the Nissan plant in Canton Mississippi. Prior to his departure from the Association, former President & CEO Brooks participated in the March along with then State President Johnson, Senator Bernie Sanders, Danny Glover, and a host of organizations and political leaders. The Labor Board found that Nissan unlawfully threatened to close the plant if workers unionized; threatened employees with termination for union activity; and unlawfully interrogated employees.

The Mississippi State Conference also held a series of planning sessions to build a comprehensive Civic engagement strategy that would engage rural communities and small towns in preparation for Municipal elections in 2017 and Beyond.

North Carolina

At its Annual Convention, the North Carolina State Conference elected Rev. Anthony Spearman to serve as State Conference President at its annual State Convention.

The North Carolina State Conference continued its multi-generational, multi-ethnic, fusion coalition advocacy with more than 40,000 marchers joining the State Conference's Annual Moral March on Raleigh representing more than 200 advocacy groups. They held vigils outside the offices of Senator Pat Toomey demanding that he protect Health Care for all Americans by rejecting the proposed Senate Health Care Bill, launched a "Have a Heart" campaign to encourage North Carolinians to reach out to their Senators with calls to reform but not repeal the Affordable Care Act and fought to block legislation that would have labeled protesters who have an economic impact on companies, businesses, or organizations that they are protesting, as economic terrorists.

Because of their advocacy work, former North Carolina State Conference President William Barber was "banned" from the North Carolina Legislative Building consequently for his tireless activism in calling for the State Legislature to reject extremism and embrace progressive legislation on behalf of all North Carolinians.

South Carolina

The NAACP South Carolina State Conference elected Brenda Murphy to serve at the State Conference President at its annual State Convention.

The South Carolina State Conference and its units have continued to lead the fight against racism in all its vestiges by calling for the State Legislature to repeal the Heritage Act which blocks the removal of Confederate Monuments in the State, protesting the Sons of Confederate Veterans Annual meeting and leading protests outside the offices of Senators Tim Scott and Lindsey Graham to voice their opposition to the nominations of Senator Jeff Sessions and Betsy DeVos.

The North Charleston Branch also delivered more than 600 letters from writers opposing the nominations to Senator Scott's office.

Tennessee

The Tennessee State Conference and its Units were active in the fight against racism and racial intolerance. Tennessee Adult and Youth Units jointly denounced the plans of a White Supremacist group that planned a "White Lives Matter" rally in Murfreesboro TN. The supremacist group ended up cancelling the planned rally because of the widespread community opposition.

The Chattanooga Branch held a candlelight vigil to rally support for the removal of a Confederate monument that sits in front of the Hamilton County Courthouse.

FIELD OPERATIONS

The Dickson County Branch held a press conference to speak out against the ideology of White Supremacy in front of the 'American Renaissance Conference', a white supremacist gathering now held in the County. American Renaissance is classified as a hate group by the SPLC.

The NAACP Jackson-Madison County Branch teamed up with the Tennessee Healthcare campaign to help get people registered for the Affordable Care Act for 2017. Even considering the outcome of the Presidential election, they moved forward to ensure that as many Tennesseans as possible would be covered under the current law

Region V

The Southeast Regional Office focused heavily on training over the previous year. The Regional Director provided in-person Executive Leadership training to more than 1,000 NAACP unit Executive Committee Officers and members including trainings for the Alabama and Tennessee State Conferences as well as 21-unit specific trainings with branches throughout the States of Alabama, Georgia, Florida, and North Carolina.

The Southeast Regional Director traveled to Melbourne Australia as an invited presenter to the Castan Center's International Human Rights Conference. While in Australia, The SE Regional Director conducted a lecture tour of Eastern Australia speaking at a total of 15 events and interviews. The SE Regional Director is continuing to work with Aboriginal and immigrant activists in Australia to help build and strengthen their newly formed civil rights advocacy infrastructure.

Region VI

Arkansas

The NAACP Arkansas State Conference stood with religious leaders to rally support for an Arkansas judge who was stripped of authority to hear capital-murder cases in April after he laid on a cot in protest of the death penalty. The seven Arkansas Supreme Court justices barred Pulaski County Circuit Judge Wendell Griffen from hearing capital-murder cases or litigation related to eight executions that were scheduled for that month.

To continue the support of the Affordable Care Act, the Arkansas State Conference and State Youth and College descended on the offices Senators Tom Cotton and John Boozman office. Participating groups included, Planned Parenthood, Arkansas ADAPT, AR Community Organizations, Arkansas - Our Revolution, Be the Change Alliance AR, Democratic Socialists of AR, Faulkner County Indivisible, Indivisible Little Rock and Central Arkansas, Progressive Arkansas Youth, Saline County Progressives PAC and UltraViole.

The Arkansas State Conference of the NAACP Youth and College Division hosted their first Annual Mrs. Daisy Lee Bates March on Arkansas for Education. Considering President Trumps Secretary of Education, the AR NAACP Youth & College Division held a rally/press conference on the steps of the Arkansas State Capitol to join forces with other organizations in the state of Arkansas to come up with solutions and strategies to fight potential Civil Rights and Education issues that may occur in education.

Louisiana

The Louisiana State Conference spoke out against the latest move by the state legislative body. The State House gutted the membership of the Louisiana Law Enforcement Body Camera Implementation Task Force leaving only legislators, and three law enforcement representatives. Among the representatives stripped from the task force were; the ACLU, the NAACP, the Louisiana Press Association, the Louisiana Association of Broadcasters, the Louisiana Association of Criminal Defense Attorneys and the state public defender. The decision leaves the accused, without a voice on a task force created to make recommendations about how police body camera laws should be used and enforced.

The NAACP Baton Rouge Branch and the national office is calling for Louisiana to conduct a thorough investigation and vigorously pursue charges against the police officers who shot Alton Sterling, an African-American father of five who was gunned down by police in 2016. This comes after the Trump Justice Department declined to bring federal charges against officers Blane Salamoni and Howie Lake. Branch President Mike McCallahan attempted to address the issue at the local city council meeting but was escorted out of the meeting by local police.

LSU University students gathered for the second annual LSU NAACP Image Awards to honor students who exemplify leadership, talent and activism in the community. Various awards were given to recognize students who made positive contributions on the campus and in the community.

New Mexico

The New Mexico State Conference hosted their quarterly meeting and participated in the African American Legislative Day. The day is designed to promote an opportunity to encourage full participation of its citizens and this year rally around education issues; post-secondary education, including trade school and specialty training, scholarships and educational development programs. The Regional office also provided Branch Leadership training to over 75 participants.

Texas

A federal judge has ruled against Texas Republican lawmakers who deliberately designed a strict voter ID law to disadvantage minorities and effectively dampen their growing electoral power. This is the second finding of intentional discrimination in Texas election laws. A separate court in March ruled that Republicans racially gerrymandered several congressional districts when drawing voting maps in 2011, the same year the voter ID rules were passed. The League of Women Voters of Texas and the Texas NAACP sued Texas Secretary of

FIELD OPERATIONS

State Rolando Pablos over plans to release voter information to President Donald Trump's election commission.

Region VII

The District of Columbia

The District of Columbia Branch partnered with HUD to conduct Fair Housing training to members and the community. The training focused on affordable housing opportunities, fair rental practices, and information regarding personal rights.

The DC Branch conducted a town hall meeting with all of the local Ward representatives and Council Members. This was an opportunity for the community to share the issues that affect their families. This event was attended by over two hundred (200) people and six (6) political representatives.

The Branch organized a panel to discuss DACA laws and the rights of citizens with community members, families and friends who will be affected by the President's suspension of DACA. The Branch's WIN Committee partnered with Colgate and Metro DC AME to organize a WIN Expo that focused on health in the black community.

The Chairman of the Board and President & CEO Listening Tour concluded in Washington DC, hosted by the Branch. Over three hundred NAACP members and community leaders attended the climax of the tours that started in Detroit, Michigan.

Maryland

The Maryland State Conference was represented at Clean Energy Jobs Initiative kickoff. This is a new initiative that will work to enact legislation to ensure that 50% of Maryland's electricity comes from sustainable sources by 2030. This same legislation will fund clean energy workforce development to establish career pathways for more Maryland workers to fill this growing industry. The mandate will also invest in clean energy businesses owned by women and minorities to ensure that this growing economy is inclusive.

The Maryland State Conference President, Gerald Stansbury and the Regional Director participated in a meeting with the Maryland Black Chamber of Commerce and the NAACP Development Department, held at the NAACP National Office to begin negotiating a national partnership.

State President Stansbury stood with other Maryland State leadership, and coalition partners HealthCare for All and AARP at a press conference "Alcohol Taxes Saves Lives." The press conference was held in support of the release a new study that showed that the 2011 alcohol sales tax increase resulted in a substantial drop in drunk driving deaths and injuries. This confirmed the support of the legislation by the Conference that Alcohol Taxes Save Lives!

Virginia

The Virginia State Conference (VSC) held its Annual Lobby Day on January 17, 2017. The purpose was to increase visibility for VSC NAACP, clergy and African American leaders during the 2017 General Assembly session. The goal was to effectively voice concerns about proposed legislation and current laws that impact VSC NAACP members and African American communities across Virginia.

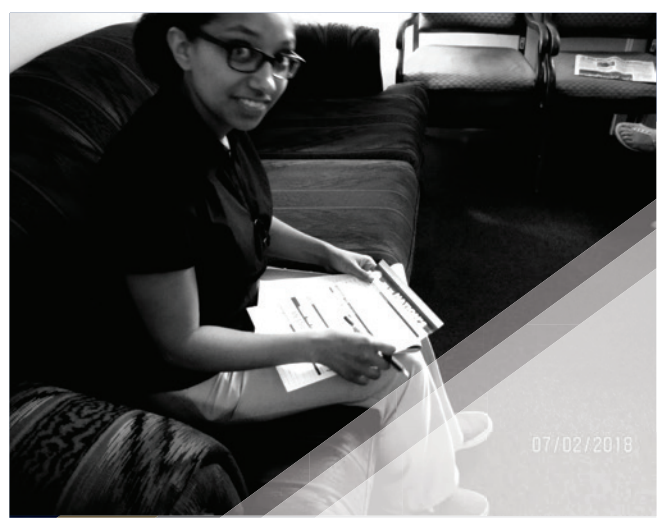
In addition, National Night Out was facilitated across the Virginia Commonwealth. Branches and Youth Units participated in voter registration and membership drives at the various events on August 1, 2017. The Conference worked through their statewide civic engagement plan to execute GOTV for their 2018 Gubernatorial Election.

The NAACP Charlottesville Albemarle Branch held a press conference in response to the white nationalist protests of the removal of a Robert E. Lee Statue and renaming of Lee Park in Charlottesville, VA.

The Branch in partnership with other community groups held a Peace Rally in effort to unite the community and engage positive dialogue. The NAACP Charlottesville Branch hosted the "Taking A Stand for Justice, Equality and Civil Rights in Our Community." This rally was held at the same time the white nationalists rally was being held at Lee Park on July 8th.

The Branch called upon the President of the United State to disavow the words and actions of these right-wing activists, who conducted a rally on the campus of the University of Virginia armed with torches and weapons spreading neo-Nazi hate. The Branch raised concerns about the safety of all students, particularly-students of color on the University of Virginia campus, many who were first year students arriving on campus for the start of the academic year.

MEMBERSHIP



The Membership Department initiated a plan to increase digital membership campaigns with a concerted effort targeting millennial activists. The campaign provided insight regarding the Association's engagement of millennial activists. In collaboration with the Development Department, the Membership "Renew & Recapture" direct mail campaign targeting lapsed members proved successful. This effort provided an opportunity for the Department to begin re-engaging with lapsed members locally and nationally. The addition of a Public Relations Manager in the Department has been an asset and has helped the Department broaden engagement with members and prospects.



YOUTH & COLLEGE

The Youth and College Division partnered with the NAACP Health Department and Truth Initiative to grant seven youth units with an opportunity to successfully complete an anti-menthol advocacy campaign aimed at reducing menthol consumption among African American youth and young adults. The units also promoted policies that protect black communities from big tobacco companies advertising tactics. The participating units were college chapters chosen based on their digital media engagement and strength to organize on their college campuses. The units organized forums in their communities to inform residents about the harmful risks of menthol and its negative impact in their communities.



The Youth and College staff hosted four regional training summits for Youth and College Divisions across the country. Sessions on Unit Administration, Membership, Direct Action, and Grassroots Organizing were provided for participating youth members. The summits were held in New Orleans, Atlanta, Chicago, New York, and Washington, DC. Over 500 youth members were trained.



January 2017, the Youth and College Division hosted "The People's Inauguration and Ball". The event was hosted by CNN Correspondent Symone Sanders and included Recording Artist Jidenna and the Howard University Gospel Choir. The gathering of youth activists was established to organize and plan how to respond to new civil rights threats expected under a new administration and congress in 2017.

During the fall of 2017 the Youth & College Staff traveled to several State Conventions and hosted workshops on hosting and participating in effective Direct Actions. States included Georgia, Texas, Oklahoma, New York, Virginia, and Maryland.

Members of the Youth & College Staff participated in three Direct Actions where they occupied the offices of Congressmen and Senators protesting the appointment of Jeff Sessions. Sessions from Mobile, Alabama was a conservative Republican lawmaker being considered for appointment as Attorney General for the United States. The staff occupied offices in Alabama, Iowa, and Virginia.

LEGAL

The NAACP Legal Department is charged with providing high quality legal services and customer support to the Board of Directors, the President and Chief Executive Officer, all departments in the National Office, and all NAACP units, in support of (1) proper governance of the Association in accordance with the NAACP Constitution and Bylaws and all applicable laws and regulations, (2) lawful and proper operational management of the Association, (3) the Association's programmatic work in



support of its Game Changers, (4) affirmative strategies – including direct action and litigation – in support of the Association’s Game Changers, and (5) protection of the legal rights and interests of the Association.

In 2017, the NAACP Legal Department instituted or participated in a number of important litigation matters in federal and state courts across the country in matters ranging from immigration policy to voting rights to racially discriminatory policing policies. In September 2017, the NAACP, joined by the United Food and Commercial Workers and the American Federation of Teachers, filed suit challenging the termination of the Deferred Action for Childhood Arrivals (“DACA”) program by the Secretary of Homeland Security. The DACA program, instituted during the Obama administration, allowed persons brought without documentation to the United States as children prior to June 15, 2012 to remain in the United States lawfully provided certain conditions – such as maintaining employment and abiding with the law – were satisfied during each two-year enrollment period. Our lawsuit, which was joined with a case later filed by Princeton University and Microsoft Corporation, produced two decisions by the U.S. District Court for the District of Columbia holding that the termination of DACA violated federal law. Those decisions – the first to hold that termination of DACA was unlawful – are on appeal as of the time of publication of this report. Also in the area of immigration policy, the NAACP also joined a number of amicus curiae briefs in 2017 challenging President Trump’s ban on immigrants from a number of predominantly Muslim countries on the ground that the ban was grounded in religious and ethnic discrimination. (The Supreme Court later upheld the ban by a 5-4 vote).

On another front, in October 2017, the NAACP and its Connecticut State Conference and Boston Branch filed a Freedom of Information Act case seeking records relating to the U.S. Census Bureau’s preparations for the 2020 Census in communities of color. The lawsuit stemmed from growing concerns that lack of funding, staffing and focus within the U.S. Census Bureau threaten to worsen in 2020 the persistent census “undercount” in communities of color. (Those concerns ultimately resulted in the filing of a federal lawsuit against President Trump, Commerce Secretary Ross, and the U.S. Census Bureau alleging that inadequate census preparations in communities of color violate the Enumeration Clause of the U.S. Constitution.)

In the area of voting rights, the NAACP and its units participated in several lawsuits challenging voting restrictions having the purpose and/or effect of suppressing voter turnout in communities of color. For example, our Indiana State Conference, with the support of the National Office, successfully challenged the singling out of Lake County, Indiana – which has the largest Latino-American population and the second-highest African-American population in the state – for precinct consolidation that would have its greatest effect in cities such as East Chicago, Hammond and Gary. The Indiana State Conference also initiated litigation in 2017 challenging the purging of voting rolls through a system known as “Cross Check” which is known to disproportionately – and falsely – identify voters of color as being registered to vote in more than one state. (In a substantial victory for the Association, the court preliminarily

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enjoined the use of Cross Check during the pendency of the case, resulting in the state's inability to purge the rolls using the system in the run up to the 2018 midterm elections.) Also in Indiana, the State Conference initiated litigation challenging a state requirement that local election boards must unanimously approve satellite voting locations, which make it easier for many residents to cast ballots. In Marion County, which encompasses Indianapolis and has the highest number of African-American voters in the state - the election board consistently refused to allow any satellite voting locations because one member of the elections board dissented each time such a proposal was made. The result was that the county with the largest population in the state had one of the fewest number of satellite voting locations. Also in the voting rights context, our Alabama State Conference filed suit in 2017 challenging the at-large method of electing appellate court judges in the state - a method which has resulted in all-white appellate courts in Alabama for more than a decade. Lawsuits previously filed by NAACP units challenging at-large voting systems for the election of trial judges (Terrebonne Parish, Louisiana) and school board members (Florissant, Missouri) produced favorable liability rulings in 2017, promising remedies that will allow fuller representation of African-American voters in local government in those communities.

In the area of policing, the NAACP continued to raise its voice in 2017 to demand policing policies and practices that protect residents of communities of color, rather than targeted those residents for unjustified police-involved shootings and other unlawful uses of force. The NAACP sent a letter to U.S. Attorney General Jeff Sessions making clear that the Association will oppose any attempt by the Department of Justice to "walk back" the commitments made by municipalities and their police departments in the approximately two dozen consent decrees that were negotiated and entered during the Obama administration. The NAACP believes that as "third-party beneficiaries" of those agreements, the NAACP and its units in the affected communities possess legal standing to enforce those agreements should the Department of Justice either seek to modify or refuse to enforce their terms. In addition, the NAACP in 2017 joined as a named plaintiff a class action lawsuit challenging racially discriminatory policing practices in the City of Chicago. Toward the end of the Obama administration, the Department of Justice issued a scathing investigative report on discriminatory policing practices - including unnecessary use of force - by the Chicago Police Department. Because the Department subsequently refused to follow up on the report under the leadership of Attorney General Sessions, a group of community-based organizations in Chicago - including our Westside Chicago Branch - stepped into the breach with the filing of the lawsuit. The class action seeks remedies in Chicago, especially regarding use of force - that are similar to the remedies contained in policing consent decrees entered by the Department of Justice and other jurisdictions, such as Baltimore and Cleveland, prior to January 2017.

The foregoing is illustrative of the types of legal matters taken on by the NAACP in 2017. The Association, through the Legal Department, is actively involved in litigation matters across the civil rights landscape in its continuing pursuit of political, educational, social and economic equality for all.

HOLLYWOOD BUREAU

The Hollywood Bureau continues to monitor offensive and defamatory images in film and television, as well as campaign for greater minority participation, advance the cause of diversity and create milestones by which future progress can be measured in the entertainment industry. The Bureau also provides support to people of color in front of and behind the camera by showcasing their work in order to foster a continuous pipeline of diverse voices. Through the Bureau, the Association celebrates and highlights the outstanding achievements and performances of diverse talent in the arts, as well as those individuals or groups who promote social justice through their creative endeavors through the NAACP Image Awards. The Bureau also worked to broaden and expand the pool of emerging talent by identifying, developing and educating writers, directors, producers and actors of color in the television and film industries; subsequently positioning the Association as a resource and feeder into the industry.



A few of the Hollywood Bureau's 2017 highlights include:

NAACP HOLLYWOOD BUREAU/FEDEX SUMMER FELLOWSHIP PROGRAM

Funded by a grant from FedEx, the NAACP Hollywood Bureau Summer Fellowship Program is an eight week paid internship program for college students of color who worked three days a week with industry professionals and creative leaders at a network/studio/production company, who provided them with professional training and real-world work experience for launching and leveraging a career in the entertainment industry. In addition, the students worked two days at the Hollywood Bureau. This advocacy work included research for the industry solutions report, served as editorial staff for the Bureau's industry resource website and assisted with planning and managing Bureau events and activities for the annual convention.

NAACP/DOCUMENTARY SHORT FILM COMPETITION

To promote the ongoing work of the Criminal Justice program within the NAACP and tell the untold stories of our members, the NAACP in partnership with SHORTSTV sponsored a documentary competition series during the 108th NAACP Annual Convention. Through this pipeline competition, we engaged universities with a television/film department with a focus on documentary filmmaking. Six youth filmmakers were chosen for the competition and paired in groups of two. Through images, video clips and man-on-the-street stories/interviews, the students produced three short films that focused on ONE of the following topics, Living with a Criminal Record, School to Prison Pipeline, and Police Violence. The six finalists each received an iPad, and the winning team also received a budget of \$7,500 to produce an extended version of their short film.

HOLLYWOOD BUREAU

NAACP HOLLYWOOD BUREAU INDUSTRY SYMPOSIUM

The 13th Annual NAACP Hollywood Bureau Symposium continued the previous year's discussion on "Pictures, Power and Progress" and discussed ways to traverse the pathways to inclusion from a different point of view, our Guild partners. A conversation with then President/CEO of the NAACP, Cornell William Brooks and the National Executive Director of SAG/AFTRA, David White, focused on the state of the entertainment industry—its power and progress in a changing national and global political atmosphere. A second panel was held with our guild partners - Screen Actors Guild/American Federation of Television and Radio Artist (SAG/AFTRA) Directors Guild of America (DGA), Producers Guild of America (PGA) and Committee of Black Writers with the Writers Guild of America, West (WGA) - who provided a clear understanding of what the Guilds do and specific approaches and programs each undertakes towards improving diversity and inclusion in the industry.

NAACP WRITING FELLOWSHIP WITH CBS AND NBCU WAS AWARDED IN 2017

As part of the on-going efforts to increase the diversity of emerging talent in Hollywood, the NAACP has united with CBS to create a writing fellowship at the University of Southern California (USC) and NBC at the University of California, Los Angeles (UCLA.) These partnerships are an effort to support, encourage and educate new voices within the industry. Each year, the Fellowship is awarded to students whose work offers a fresh perspective on ways in which minorities are represented on television and film.

NAACP INDUSTRY WEBSITE - www.hollywoodresource.org

The Hollywood Bureau continues to provide the entertainment industry with information and resources through hollywoodresource.org, a comprehensive site with a list of information regarding:

- Diversity programs at studios, networks, and guilds
- Industry reports
- Job listings
- Associations, guilds and unions
- Fellowship and internship programs



HOLLYWOOD

WASHINGTON BUREAU

Despite several challenges at the federal level throughout 2017, the NAACP Washington Bureau was able to continue to raise the profile of, and respect for, the NAACP and our federal legislative and national policy agenda. The Washington Bureau also spent 2017 educating our membership about issues that affect them as well as how to be effective legislative and policy advocates. We are also building an impressive reputation as a resource to be used by Members of both the US House and Senate when there are questions about the unique challenges faced by the communities served and represented by the NAACP. Finally, we spent 2017 working to build coalitions with groups of all political ideologies in order to better promote and advance our agenda. We consistently reminded people through a variety of means, including testimony, keynote speeches, and panel presentations that we have no permanent friends or enemies, only consistent objectives, goals, and policies.



Through legislative workshops, Action Alerts, Issue Briefs, Issue Updates, and Issue Alerts, as well as tools books, legislative report cards, policy manuals and other materials we have worked to inform and engage our grassroots network. It is with these tools that NAACP friends, coalition partners, and members from across the country become educated and effective advocates when promoting NAACP policy priorities. We have also continued to build, grow, and utilize the NAACP Washington Bureau Action Alert network so that members can be quickly informed about movement on proposed policies that affect or concern them.

The NAACP Washington Bureau refuses to be silenced on issues that are important to us. We continue to advocate loudly and forcefully throughout the federal government on issues which affect the people and communities we serve and represent. This includes civil rights enforcement; sentencing and prison reform; immigration; international affairs; health care equity for all; a strong and equitable federal role in education; environmental racism; sustainable economic terms; and voting rights, among other policies. We will continue to raise the moral consequences of their proposed actions to federal lawmakers while advocating the NAACP policy agenda. We will also continue to work with our members, units, and other national staff to loudly voice objections whenever and wherever policies which threaten the NAACP mission statement to "ensure the political, educational, social and economic equality rights of all persons and to eliminate racial hatred and racial discrimination."

While 2018 will continue to bring challenges, the Washington Bureau is confident that with the backing of an educated, organized, and engaged grassroots network to support us, we will be able to successfully advocate and defend our policy agenda and continue to promote a better, stronger, more inclusive United States of America.

CONVENTION



This year we proved to be **Steadfast and Immovable** with an exciting welcome home to Baltimore, Maryland for our 108th Annual Convention, held July 20th - 26th, 2017. The Convention boasts 8,000 convention attendees, with 4,000 Experience attendees, and 3,000 ACT-SO attendees.



The charge: Steadfast of the Opening Plenary Session was addressed by Reverend Dr. Wendell Anthony and included a Criminal Justice Panel that was moderated by well-known political strategist Angela Rye and included panelists like Michael Eric Dyson and Michael Bivins formerly of New Edition. Our closing Plenary with the charge: Immovable was addressed by Reverend Dr. William Barber II. With 23 overall workshops and panels we focused our discussions on the education, voting rights, criminal justice, health, and environmental issues as they impact our communities.



The 108th Annual Convention was a success that generated excitement from registered participants to the general public who visited our exhibition hall, The Experience which included 126 exhibitors; retail, nonprofit and government, sponsors, agencies and health pavilion and our 300 Career Fair Exhibitors who engaged 700 job fair candidates.

ACT-SO

The ACT-SO Department worked with more than 150 Units to engage thousands of high-school students for the 2017 competition year. By July 2017, 750 student entries were eligible to participate in the national competition in Baltimore, MD at our Annual Convention, which was a 15% increase from the 2016 competition. At the culmination of the program, 108 students emerged as the 2017 class of national ACT-SO with medalists earning academic scholarships and prizes before an audience of 3,200 people.

ACT-SO recruited 300 new youth members of the NAACP through the local and national programs in 2017. Additionally, 75 ACT-SO alumni returned to volunteer as professional judges and members of the production team for the national competition and awards ceremony. 99% of ACT-SO's seniors reported they were continuing their studies in college, at an accredited institution.

Additionally, ACT-SO added the Arts & Entertainment Intensive to its national program. The Intensive invited performing and visual arts students to Hollywood to learn about careers beyond the camera and create projects to be used to enhance their current studies and subsequent college applications.

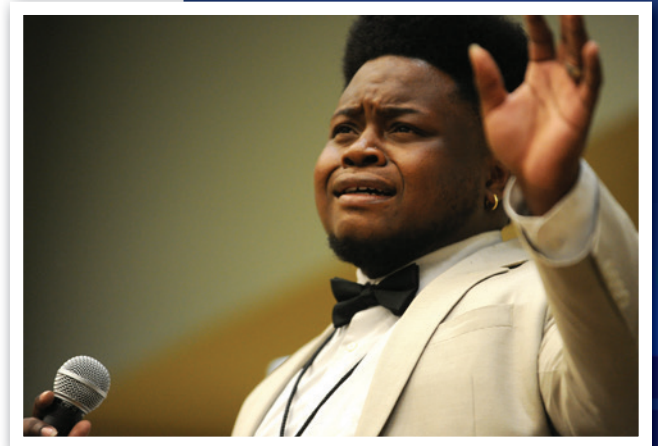
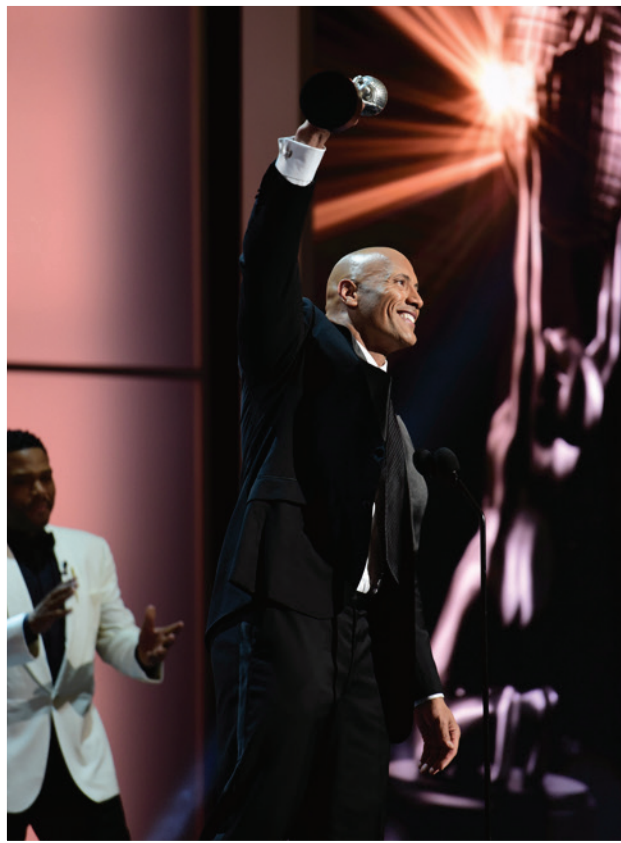


IMAGE AWARDS



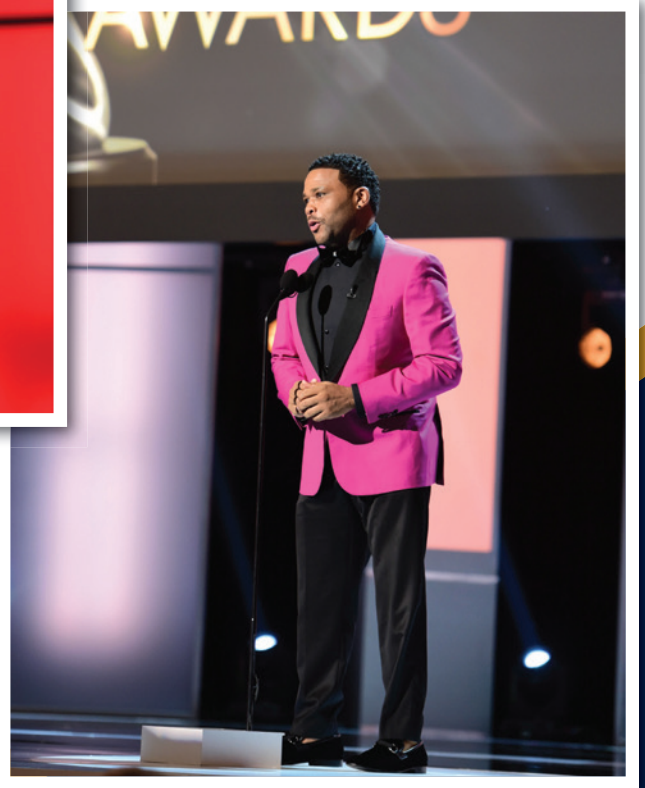
The 48th NAACP Image Awards was broadcast live on TV One from Pasadena, California, February 2017 hosted by Image Awards winner, Emmy nominated actor, and star of black-ish, Anthony Anderson. The show was produced by Executive Producers Reginald Hudlin and Phil Gurin.



The Image Awards remains one of the most celebrate awards shows featuring African American artists in the music, theater, and film categories. This year we had appearances by Adrienne Bailon, Alfred Enoch, Anika Noni Rose, Anthony Sparks, Anthony Hemingway, Carl Seaton, Charles Murray, Chloe Bailey, Chris Nee, Courtney Kemp, Courtney B. Vance, Deon Cole, Donnie McClurkin, Erica Ash, Ford Riley, Gary Hines, Holly Robinson Pete, Hudson Yang, Issa Rae, Iyanla Vanzant, Jeffrey Wright, Joe Morton, Joy-Ann Reid, Jubba Seyyid, Jussie Smollett, Kareem Abdul-Jabbar, Kenya Barris, Kofi Siriboe, Larry Wilmore, LaToya Morgan, Lonnie Chavis, Loretta Devine, Lynn Whitfield, Mahershala Ali, Malachi Kirby, Mario Van Peebles, Marsai Martin, Mike O'Malley, Misha Green, Nate Parker, Naturi Naughton, Neil deGrasse Tyson, Paris Barclay, Roland S. Martin, RonReaco Lee, Serayah, Sharon Osbourne, Tamera Mowry, Tika Sumpter, Tina Campbell, Trevor Noah, Viola Davis and more.

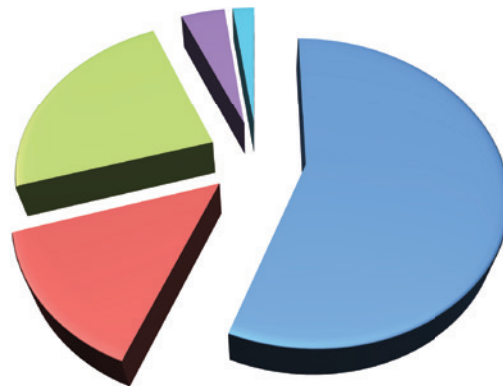
Highlights of the 48th NAACP Image Awards special awards recipients included Dr. Lonnie Bunch, Founding Director of the African American Museum of History and Culture, received the President's Award, the NAACP Chairman's Award was given to Harvard Professor Charles Ogletree and LeBron James received the Jackie Robinson Sports Award. Dwayne Johnson was named NAACP Entertainer of the Year.

IMAGE AWARDS



FINANCIALS

Percent of Total Revenue



- Contributions - 59%
- Memberships, Stakeholders and Freedom Funds - 14%
- Events - 20%
- Crisis & Other Revenue - 3%
- In-Kind Services - 3%

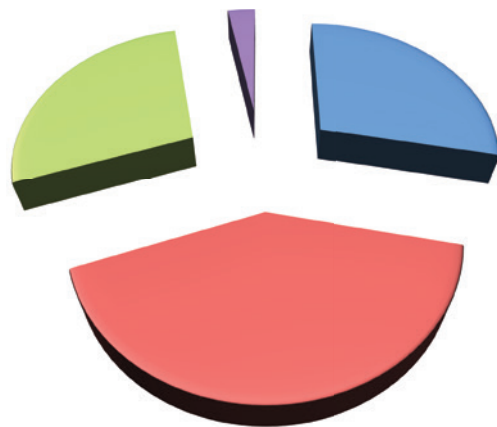
NAACP AND AFFILIATES Consolidated Statements of Financial Position as of December 31, 2017 and 2016

	2017	2016
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$2,769,639	\$3,566,190
Investments	6,226,008	5,661,683
Investment in Affiliates	-	-
Accounts receivable, net	2,857,655	3,138,747
Other current assets	222,086	190,360
Total Current Assets	\$12,075,388	\$12,556,980
FIXED ASSETS		
Furniture and equipment, net	\$812,739	\$796,152
Land and building	315,659	315,659
Total Fixed Assets, net	\$1,128,398	\$1,111,811
OTHER ASSETS		
Investment in affiliates	-	\$-
Due from affiliates	-	-
Assets Investments Restricted	48,802	48,802
Total Other Assets	\$48,802	\$48,802
TOTAL ASSETS	\$13,252,588	\$13,717,593
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable and accrued expenses	\$1,416,676	\$1,323,460
Due to affiliates	-	35,671
Line of credit	1,705,971	2,452,119
Deferred revenue	821,647	1,111,882
Pension benefits	7,718,239	7,870,572
Total Liabilities	\$11,662,533	\$12,793,704
NET ASSETS/SHAREHOLDER'S EQUITY		
Unrestricted	(4,213,217)	(4,493,975)
Temporarily restricted	5,803,273	5,417,865
Investment in Affiliates	-	-
	-	-
Shareholder's equity/Net Income	\$1,590,056	\$923,890
TOTAL LIABILITIES AND NET ASSETS	\$13,252,588	\$13,717,593

Consolidated Statements of Activities for the years ended December 31, 2017 and 2016

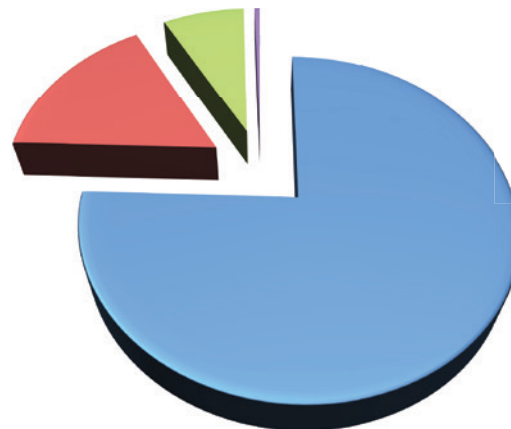
	2017	2016
SUPPORT AND REVENUE		
SUPPORT:		
Grants and Contributions	15,859,766	14,325,689
Legacies and bequests	107,949	136,838
Total Support	\$15,967,715	\$14,462,527
REVENUE:		
Membership	\$2,950,755	\$3,419,786
Convention	3,311,523	3,124,891
Image Awards	3,275,288	2,931,380
Leadership 500	40,000	-
Legal	-	-
Regional Offices & Conferences	-	-
Freedom Funds	1,131,876	1,183,932
Investment income	261,297	147,300
Disaster Relief	-	-
In-Kind Contributions	615,434	1,020,709
Gain on Sale of Asset	474,960	139,469
Subscriptions	7,971	5,929
Advertising	3,099	43,800
Other revenue	493,465	640,188
Total Revenue	\$12,565,668	\$12,657,384
TOTAL SUPPORT AND REVENUE	\$28,533,383	\$27,119,911
EXPENSES		
Program Services:		
Membership Services	\$1,518,481	\$1,462,585
Field Operations	4,694,351	4,068,583
Convention	3,445,966	3,124,166
Image Awards	2,434,977	1,738,417
Leadership 500 Summit	185,760	145,059
ACT-SO	1,297,543	1,109,653
Civic Engagement	55,129	594,481

Percent of Program Expenses



- Membership Services & Field Operations - 28%
- Policy and Advocacy Programs - 41%
- Events - 28%
- Crisis Magazine - 3%

Percent of Total Expenses



- Program Services - 76%
- Management and General - 16%
- Fundraising - 8%
- Crisis Selling Expense - < 1%
- Net Loss on Investment 1%

Consolidated Statements of Activities for the years ended December 31, 2017 and 2016 (continued)

	2017	2016
Legal Programs and Fellows	1,689,587	1,451,890
Direct Issue Education	345,937	521,324
Redistricting Project	863,526	578,133
Research and Policy	909,476	1,005,441
Education	430,113	485,457
Health	969,730	1,085,845
Economic Development	1,138,739	893,936
Disaster Relief	-	-
Climate Justice	1,043,879	646,050
Criminal Justice	349,847	138,592
Human Rights and Voting Rights	-	884
Cost of Sales - Crisis Magazine	653,504	698,874
Total Program Services	\$22,026,545	\$19,749,370
SUPPORT SERVICES:		
Management and general	\$4,771,218	\$5,176,173
Fundraising	2,208,989	1,834,859
Selling expense	141,717	119,922
Net Investment Loss	-	-
Total Support Services	\$7,121,924	\$7,130,954
TOTAL EXPENSES	\$29,148,469	\$26,880,324
Support and revenue over expenses	(615,086)	239,587
Change in defined pensions plan obligation	1,281,250	1,191,444
CHANGE IN NET ASSETS	666,164	1,431,031
Net Assets/(Deficit), Beginning of Year	923,891	(507,141)
Net Assets/(Deficit), End of Year	\$1,590,055	\$923,890

Consolidated Statements of Cash Flow for the years ended December 31, 2017 and 2016

	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$666,164	\$1,431,031
Adjustments to reconcile changes in net assets to net cash (used in) provided by operating activities		
Bad Debt	50,326	-
Depreciation	145,708	158,042
Donated Assets	-	-
Unrealized (gain) loss on investments	(413,428)	(130,730)
Changes in assets and liabilities:		
Decrease (Increase) in Accounts receivable	210,880	(575,829)
Decrease (Increase) in other assets, net	(31,725)	165,671
(Decrease) Increase in accounts payable and accrued expenses	57,546	(878,192)
(Decrease) Increase in pension benefits	(152,332)	16,006
Increase in Deferred Revenue	(290,236)	228,246
Net cash (used in) provided by operating activities	242,903	58,213
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase/transfer of investments	(945,005)	(716,239)
Sale of investments	878,813	960,425
Reinvestment of interest and dividends	(209,683)	(139,342)
Purchase of property and equipment	(17,432)	(48,123)
Net cash (used in) provided by investing activities	(293,307)	56,721
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments on Loan Management Account	(746,148)	(46,656)
Advances on loan management account	-	-
Net cash (used in) provided by financing activities	(746,148)	(46,656)
Net (decrease) increase in cash and cash equivalents	(796,552)	424,311
CASH AND CASH EQUIVALENTS , BEGINNING OF YEAR	3,566,191	3,141,880
CASH AND CASH EQUIVALENTS , END OF YEAR	\$2,769,639	\$3,566,191
SUPPLEMENTAL DATA		
Cash paid for interest	\$53,203	\$56,265

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The NAACP is grateful to all our donors who support and share our efforts to advance civil and human rights. Our work would not be possible without their support. The NAACP values the support of its many supporters and works to ensure that all contributions are properly recognized. So, if your contribution has been inadvertently omitted or misrepresented, or for spelling errors, please contact the Development Office at 410.580.5777.

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Meeting Planner/Exhibit Manager

Executive

Cornell William Brooks
President & CEO

Aqueelah Dunaway
Executive Assistant, Scheduling

Carryln Evans
Administrative Coordinator

Sadie Harris
Executive Assistant, Correspondence

Derrick Johnson
President & CEO

Kia Pearson
Chief of Staff

Eris Sims
Chief of Staff

Field Operations

Amy Bell
Correspondence Coordinator

Darnel Brown
Constituent Service Representative

Gill Ford
Director Unit Capacity Building

Redditt Hudson
Regional Field Organizer

Audrey Lamyssaire
Manager Constituent Services

Yutiv Stafford
Field Services Manager

Finance

Robert Billups
Senior Director, Accounting

Samuel Gaillard
Chief Financial Officer

Sylvia O'Neal
Cash Disbursement Specialist

Nazar Scott
Finance Manager

General & Administration

Lewis Conway, III
Maintenance Grounds Technician

Ronald Lamyssaire
Mailroom Logistics Coordinator

Health Programs

Majorie Innocent
Senior Director Health Programs

Tabatha Magobet
Manager Health Programs

Bernadette Onyenaka
Program Specialist

Keron Sadler
Manager Health Programs

Human Resources

Felicia Bullock
Executive Assistant

Moradeun Okeowo
Manager, Human Resources

NAACP NATIONAL STAFF

Patricia Pinchinat
VP HR & Deputy Chief Operating Officer

Human Rights/Voting Rights

Getachew Kassa
Manager, Voting Rights

Hollywood Bureau

Aaron Brown
Committee/Sub-Committee Coordinator

Sheila Cutchlor
Motion Picture Coordinator

Bri Sche Fair
Data Entry Coordinator

Junie Harris
Team Leader

Robin Harrison
Acting Director, Hollywood Bureau

Shermaine Lewis
Data Entry Coordinator

Cynthia Mayhew-Hinds
Senior Manager Special Projects

Diamond McNeil
Television Coordinator

Keyonna Monroe
Submissions Committee Coordinator

Kerresha Musgrove
Data Entry Coordinator

Marque Musgrove
Recording Coordinator

Michael L Porter
Literary Coordinator

Information Technology

Tonya Banks
Manager, IT Systems

Eric Oliver
Senior Systems Administrator

Oyewole Sanusi
Systems Administrator

Legal

Anson Asaka
Associate General Counsel

Isabel Victoria Baulista
Legal Fellow

Bradford Berry
General Counsel

Khyla Craine
Assistant General Counsel

Lillian Davis
Legal Support Specialist

Steffi Jean-Jacques
Legal Fellow

Evan Johnson
Records Coordinator

Tia Lawson
Paralegal

Taylor Lilley
Legal Fellow

Janette A Louard
Deputy General Counsel

Isaac Paul McMahan
Legal Fellow

Noah Patton
Legal Fellow

Lanita Ross
Special Assistant to the General Counsel

Shani Smoak
Legal Fellow

Membership

Jacqueline Anderson
Member Service Admin Coordinator - Online

Nancy Bailey
Manager, Membership Public Relations

Andrea Brown
Vice President, Membership Service & Training

Bethany Criss-June
Membership Director

Sidra Faucette
Member Service Representative

Michael Jordan
Member Service Representative

Victoria Murchison
Member Service Admin Coordinator-Dir Mail

Shawn C. Ward
Dunlap Member Service Representative

Wanda Worrell
Member Service Coordinator - Life

Operations

Paula Brown
Vice President, Strategic Planning & Partnerships

Devon J. Crawford
Fellow, Humanity in Action

Kendra Glover
Manager, Strategic Planning & Partnerships

Claudia Iwithers
Chief Operating Office

Programs

Peter Williams
Executive Vice President, Programs

Field Operations

Jerome Reide
Regional Field Director - Region 3

Kevin Myles
Regional Field Director - Region 5

Quincy Bates
Manager, Youth & College

Carmen Watkins
Regional Field Director - Region 6

Jonathan McKinney
Regional Field Director - Region 7

Development

Mildred Roxborough
Special Assistant SCF

Washington Bureau

Valerie Cooper
Legislative & Electronic Comm Secretary

Carol Kaplan
Senior Congressional Analyst

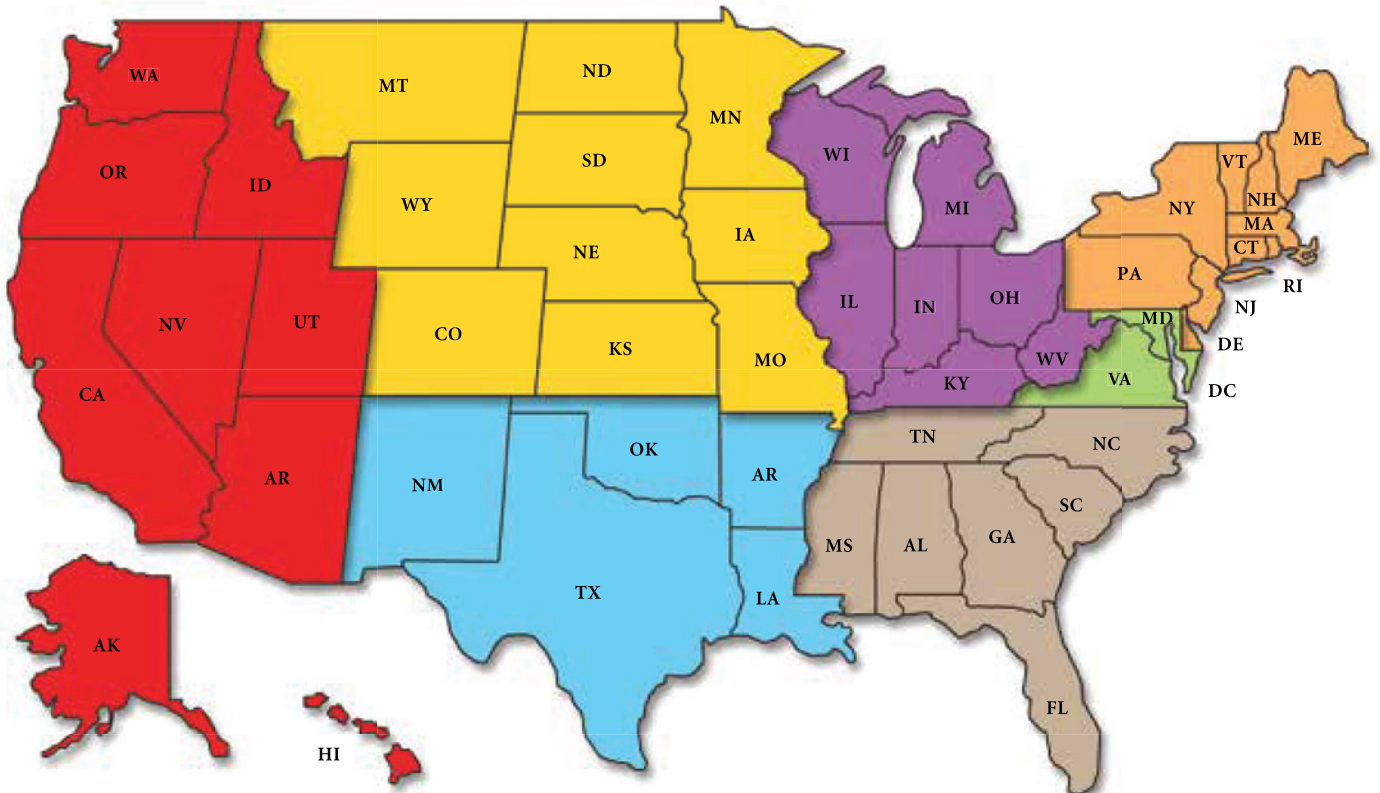
Adam Lee
Manager Office Operations

Hilary Shelton
SVP Advoc & Policy; Dir, WB

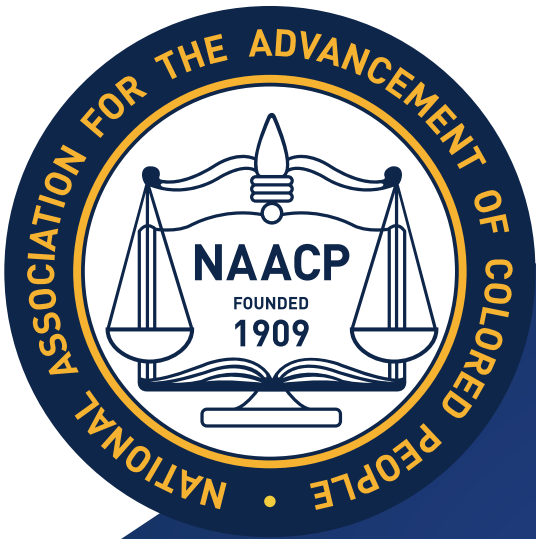
Youth & College

Anthony Davis
Administrative Coordinator Youth & College

Stephen Green
National Field Director YC



- REGION I (*includes Japan*)
- REGION II (*includes Germany*)
- REGION III
- REGION IV
- REGION V
- REGION VI
- REGION VII



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