

RESOLUTIONS

**CONSIDERED BY THE NAACP
RESOLUTIONS COMMITTEE PENDING
REVIEW BY THE DELEGATES DURING THE
111th ANNUAL NAACP CONVENTION**

2020

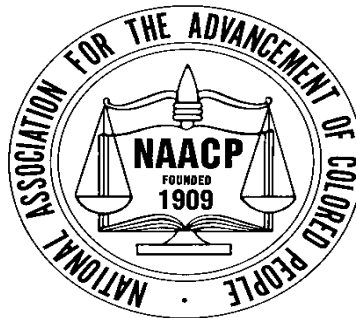
RESOLUTIONS SUBMITTED UNDER ARTICLE IX, SECTION 1 OF THE CONSTITUTION OF THE NAACP

2020

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

1. *(Purpose of the Convention)*

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



NAACP

RESOLUTIONS APPROVED BY THE RESOLUTIONS COMMITTEE

(Pending Review by the Delegates)

2020

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CIVIL RIGHTS

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

California-Hawaii State Conference, Unit #1021-SC
San Jose/Silicon Valley, California Branch 1067

Concur as amended

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

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

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

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

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

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

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

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

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

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

2. Supporting Right to Language and Anti-Language Discrimination

California State Conference Unit 1021-SC

San Jose/Silicon Valley, California Unit 1067

Concur

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

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

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

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

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

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

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

WHEREAS, A bilingual designation should not be listed as a preferred or highly preferred characteristic for a job or position, unless the employer can reasonably demonstrate the dual language is necessary to perform fifty (50) percent or more of the essential job related duties. This includes communicating with the general public; and

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

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

THEREFORE, BE IT FINALLY RESOLVED, that the NAACP advocates the position that no one should be discriminated against by an arbitrary or capricious language designation, where the employer cannot show the language designation is necessary to perform a significant percentage of the essential duties of the job.

3. *Hair Discrimination is Race Discrimination* **Florida State Conference, Unit 5636-SC**

Concur

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

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

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

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP will advocate legislation recognizing that hair discrimination is race discrimination and prohibiting such practices as they relate to employment, education, sports, housing accommodations, and public accommodations.

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COMMEMORATIVE/MEMORIAL

1. ***Honoring 15 African American Men and a Southern White Lawyer in their Fight for Voting Rights in the State of Mississippi during the 1950s*** **Forrest County, Mississippi Branch, Unit 5291**

Concur as amended

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

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

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

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

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

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

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

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

WHEREAS, The following 15 African-American men: Rev. Isaac C. Peay (Pastor, Mt. Zion Baptist Church), Mr. Benjamin F. Bourn (Owner of Bourn's Grocery), Mr. Rufus Howze (Owner of Whitney's Grocery), Mr. Ratio Jones (Teacher), Dr. Charles W. Smith (Physician), Rev. Johnnie H. Mays (Pastor, Sweet Pilgrim Baptist Church), Mr. Clifford S. Kelly (Teacher), Rev. Charlemagne P. Payne (Pastor, St. Paul Methodist Church), Dr. Theodore J. Fykes (Dentist), Mr. Joe Knox, Sr. (Farmer), Mr. Joe Knox, Jr. (Principal/Teacher), Mr. Milton Barnes, Sr. (Owner of Barnes Cleaners, the Hi-Hat Club, and Black Sox Baseball Team), Mr. Alfonso Clark (Teacher and Owner of Clark Funeral Services), Mr. Barry L. Neal (Teacher and Commander of Post 9832 VFW), and Dr. E. Hammond Smith (Pharmacist and Owner of Smith Drug Store); pooled their financial resources and took the unusual step of retaining a southern white attorney and former Mississippi Chancery Court Judge, T. Price Dale, to represent them in the first voting rights case in the State of Mississippi; and their names were subsequently plastered on the front page of the *Hattiesburg American* newspaper on May 6, 1950; and

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People (NAACP) commends these 15 African-American men; Rev. Isaac C. Peay (Pastor, Mt. Zion Baptist Church), Mr. Benjamin F. Bourn (Owner of Bourn's Grocery), Mr. Rufus Howze (Owner of Whitney's Grocery), Mr. Ratio Jones (Teacher), Dr. Charles W. Smith (Physician), Rev. Johnnie H. Mays (Pastor, Sweet Pilgrim Baptist Church), Mr. Clifford S. Kelly (Teacher), Rev. Charlemagne P. Payne (Pastor, St. Paul Methodist Church), Dr. Theodore J. Fykes (Dentist), Mr. Joe Knox, Sr. (Farmer), Mr. Joe Knox, Jr. (Principal/Teacher), Mr. Milton Barnes, Sr. (Owner of Barnes Cleaners, the Hi-Hat Club, and Black Sox Baseball Team), Mr. Alfonso Clark (Teacher and Owner of Clark Funeral Services), Mr. Barry L. Neal (Teacher and Commander of Post 9832 VFW), and Dr. E. Hammond Smith (Pharmacist and Owner of Smith Drug Store); for having advanced our mission, goals and objectives as active members of the Hattiesburg/Forrest County Branch of the NAACP at the time of filing the voting rights case on April 11, 1950.

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

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

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

ECONOMIC DEVELOPMENT

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

California-Hawaii State Conference, Unit 1021-SC

California-Hawaii State Conference W.I.N. Committee

Concur as amended

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

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

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

WHEREAS, The most impacted and vulnerable populations have been relegated to contend with a wide range of disparities - ranging from and including, but not limited to: restrictions and

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discriminatory acts in application for services, housing, unemployment benefits, paid sick and/or family and medical leave to care for family members, access to coronavirus testing and care, small business loans, lack of personal protection equipment (PPE), quarantines, lockdowns, and travel bans.

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

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

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

2. *Financial Literacy Equity Gap Training in School*

California/Hawaii State Conference, Unit 1021-SC

Monterey County, CA Branch 1049

Concur as amended

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

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP create a financial literacy program aimed to 1) support and promote the positive impacts of a financial literacy training program for African American children in K12 American Schools and 2) collaborate with African American faith-based groups and community benefit organizations to launch a national campaign to close the financial literacy equity gap for the African American Community.

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

**California/Hawaii State Conference, Unit 1021-SC
Stockton, California Branch 1078**

Concur as amended

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP lobby Congress to take legislative action to withdraw federal funding and grants to the labs and contractors who do not, within the next two years, develop, implement, monitor, and enforce to achieve racial parity for all races in the hiring, retention, training, and promotion practices at the lab and its contractors as prescribed by law.

BE IT FINALLY RESOLVED, that the NAACP join the Congressional Black Caucus, Black Organizations and other partnering organizations to press together for the immediate implementation of existing laws regarding equal employment and contracting opportunities for African American/Black People.

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4. *Eliminating Fraud in the Administration of the Opportunity Zone Program*
Florida State Conference, Unit 5635-SC

Concur as amended

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

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

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

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

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

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

BE IT FINALLY RESOLVED, that the NAACP will urge Opportunity Zone Executive Director, and HUD Secretary to meet with community members and community based organizations and receive a transparent assessment of the challenges faced by racial and ethnic minority communities and work to craft solutions that fit the unique economic needs of each community.

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5. *Racial Discrimination in Rideshare Services*

Florida State Conference, Unit 5635-SC

Concur as amended

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP calls for the prohibition of ridesharing services' practice of providing information to drivers that indicates the race of the rider, or their destination.

6. *Key Policy Solution for Lasting Economic Recovery*

Derrick Johnson, President & CEO

Concur as amended

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

WHEREAS, Health insurance should not be tied to employment because as people lose jobs they also lose their employer provided health insurance; since the Covid-19 shut down an estimated 16.2 million workers have lost their health insurance; further, these workers employer based health insurance often covers their family members so the total number of people who

have lost coverage is likely twice as high, let's not forget COVID-19 becomes a medical pre-existing condition; and

WHEREAS, A National Universal Program, not tied to employment, that would guarantee health insurance for every American would have numerous benefits; it could boost wages and jobs leading to a more efficient labor market that better matches jobs and workers, and it could boost wages and salaries by allowing employers to redirect money they are spending on health care costs to their workers' wages; it could support self-employment and small business development by eliminating the expensive and often prohibitive cost of health care from startup costs; and it would lessen the stress and economic shock of losing a job, or moving between jobs, by eliminating the loss of employer based health care that now accompanies job loss and job transitions; and

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

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

THEREFORE, BE IT RESOLVED, that unemployment insurance should not be tied to state budgets where unemployment programs/services have been inadequately funded for decades resulting in, and shown by, system wide glitches and total malfunctions experienced during the COVID-19 demand.

BE IT FURTHER RESOLVED, that unemployment insurance should be fully covered by federal funding, with increased benefits as current benefit levels only stand for 32.7% of the average wage.

BE IT FURTHER RESOLVED, that a weakened economy always undercuts state and local tax revenues affecting government budgets, and to address the financial deficit we must put in place

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measures to protect state and local budgets that are essential for jobs, public health, and other important public services.

BE IT FINALLY RESOLVED, that the NAACP (National Association for the Advancement of Colored People) will advocate for and urge Congress to pass legislation that puts in place lasting economic policy measures making Unemployment Insurance a sustainable federal program; establish Universal Paid Sick Leave and non-employer based Health Insurance that will protect our workforce and their families from the devastation of economic collapse ensuring stability and equal access; and protect state and local budgets from devastating cuts in programs, services and jobs.

7. At Will Employment Reform
Pine Bluff, Arkansas Branch
Arkansas State Conference, Unit #6292

Concur as amended

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

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

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

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

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

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

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

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

EDUCATION

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

**California/Hawaii State Conference, Unit 1021-SC
Santa Jose/Silicon, CA Branch 1067**

Concur as amended

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

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

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

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

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

BE IT FINALLY RESOLVED, that the NAACP should also advocate that Congress should take action to substantially increase the supply of vouchers and affordable housing.

2. *Bias Training Court & Schools* **Florida State Conference, Unit 5635-SC**

Concur as amended

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

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

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

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

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

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

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

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

3. *Civic Education Instruction in K-12*
Florida State Conference, Unit 5635-SC

Concur as amended

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

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

WHEREAS, This resolution affirms the NAACP's 2017 Civic and Character Education in Schools Resolution and recommends kinds of civics lessons that should be included for K-8, as well as types of lessons that are appropriate for grades 8-12.

THEREFORE, BE IT RESOLVED, 1. NAACP units through their Education Committees and Youth Council will review their State's Social Studies Standards applicable to Civics Education; and then 2. Meet with students, and social studies teachers, to discuss the curriculum and teaching of those standards in the local schools; and 3. NAACP units will then meet with State and local school officials to address concerns about the Standards and/or Curriculum and Instruction for Civics Education (based on those State Standards) in their community.

4. *A Call to Action: Oppose Trump's Proposed 2021 Education Budget!*
Brooklyn, New York Branch 2207

Concur as amended

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

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

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

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NAACP adamantly opposes any effort by the current administration, for political reasons, to negatively impact state or local school district financial assistance.

BE IT FINALLY RESOLVED, that the NAACP opposes, and urges Congress for the nearly \$5 billion tax credit to fund an Education Freedom Scholarship Program for Students to Attend Private Schools.

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

Brooklyn, New York Branch 2207

Staten Island, New York Youth Council, Unit 2824

South Carolina Youth & College Division

Michigan State Conference Youth and College Division

Michigan National Youth Work Committee

Concur as amended

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

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

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

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

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

THEREFORE, BE IT RESOLVED that the NAACP stands with their youth leaders across the country in support of free higher education for all and cancellation of all student loan debt.

ENVIRONMENTAL JUSTICE

1. *Support for Sustainable Electronics Throughout the World* San Jose/Silicon Valley, California Branch 1067

Concur as amended

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

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

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

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED that the National Association for the Advancement of Colored People stands in support of and urges the electronics industry to develop: 1) precautionary health-based exposure limits to protect all electronic mining, production, and e-waste workers as well as, their offspring and their communities; 2) the abolition of child labor; 3) the provision of effective health and safety training; 4) access to information about the hazards that workers are exposed to; 5) continuous and effective protection against exposures; 6) implementation of green design; 7) the abolition of exposure to hazardous working conditions; 8) tracking and reporting disease associated with the electronics mining, and 9) production and e-waste sectors in all electronics-producing countries.

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

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

2. *Hurricane Evacuations in Pandemic Quarantines* **Florida State Conference, Unit 5635-SC**

Concur as amended

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

HEALTH

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

**California-Hawaii State Conference, Unit 1021-SC
Stockton, California Branch #1078**

Concur as amended

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

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

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

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

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

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

2. *Reduce Mental Health Disparities in the African American/Black Community*
California-Hawaii State Conference, Unit 1021-SC
Stockton, California Branch 1078

Concur as amended

WHEREAS, The NAACP has committed to eliminating race-based discrimination, health care disparities, and inequities among Blacks and other people of color and ensuring timely access to quality healthcare is available to all, as demonstrated in the Resolutions on Health Care Reform in 2010, Patient Protection and Affordable Care Act in 2012, 2013, and 2014, Breast Cancer Screening for Black Women in 2017, and Elimination of Gender Disparities and Advancing Gender Equality in 2019; and

WHEREAS, About 30% of newly diagnosed breast cancer cases in Black women are younger than 50 years old, compared to 20% in their white counterparts (Black Women's Health Imperative on Healthline.com, 2019); and

WHEREAS, Triple-negative breast cancer (TNBC) accounts for at least 15% of all breast cancers but accounts for 30% of the breast cancer cases in Black women, and TNBC is more challenging to diagnose and more likely to spread to the lungs and brain than non-TNBC cases (Siddharth and Sharma, 2018); and

WHEREAS, The rates of breast cancer in Black males is 52% higher than for white males, and Black men are three times more likely to die from breast cancer after being diagnosed than their white counterparts (DePolo, Breastcancer.org, 2019); and

WHEREAS, Trauma-informed medical research suggests traumatic events influence patients' health care experiences and their engagement in preventive care; and

WHEREAS, Peer to peer health education is cost-effective, extends the clinical reach, improves participants' social and personal development, and creates trusted community subject matter

experts, and is a well-documented behavior change strategy that addresses access barriers and health inequities; and

WHEREAS, The NAACP endorses policies and investigative studies of practices that provide medical follow-up and support resources after abnormal or inconclusive cancer screenings and diagnostics.

THEREFORE, BE IT RESOLVED, that the NAACP Units through its Health Committee shall advocate for the use of peer-to-peer educators within Black and minority communities that educate and empower males and females with the knowledge to become lay educators and champions of health for themselves, their family, friends, and society (Peer to Peer; Body and Soul: A Celebration of Healthy Eating and Living).

BE IT FINALLY RESOLVED, that the NAACP recommends and advocates for trauma informed medical care and better outcomes in the cancer care continuum model, which begins with primary prevention and early detection and will continue through survival periods.

3. *Curing the Epidemic of Black Youth Suicides* **Florida State Conference, Unit 5635-SC**

Concur as amended

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

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

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

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

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

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

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

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

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

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

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

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

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

4. *Breast Cancer Awareness and Coordination of Care to Improve Health Outcomes* Springfield, Illinois Branch 3032

Concur as amended

WHEREAS, The NAACP has committed to eliminating race-based discrimination, health care disparities, and inequities among Blacks and other people of color and ensuring timely access to quality healthcare is available to all, as demonstrated in the Resolutions on Health Care Reform in 2010, Patient Protection and Affordable Care Act in 2012, 2013, and 2014, Breast Cancer Screening for Black Women in 2017, and Elimination of Gender Disparities and Advancing Gender Equality in 2019; and

WHEREAS, About 30% of newly diagnosed breast cancer cases in Black women are younger than 50 years old, compared to 20% in their white counterparts (Black Women's Health Imperative on Healthline.com, 2019); and

WHEREAS, Triple-negative breast cancer (TNBC) accounts for at least 15% of all breast cancers but accounts for 30% of the breast cancer cases in Black women, and TNBC is more challenging to diagnose and more likely to spread to the lungs and brain than non-TNBC cases (Siddharth and Sharma, 2018); and

WHEREAS, The rates of breast cancer in Black males is 52% higher than for white males, and Black men are three times more likely to die from breast cancer after being diagnosed than their white counterparts (DePolo, Breastcancer.org, 2019); and

WHEREAS, Trauma-informed medical research suggests traumatic events influence patients' health care experiences and their engagement in preventive care; and

WHEREAS, Peer to peer health education is cost-effective, extends the clinical reach, improves participants' social and personal development, and creates trusted community subject matter experts, and is a well-documented behavior change strategy that addresses access barriers and health inequities; and

WHEREAS, The NAACP endorses policies and investigative studies of practices that provide medical follow-up and support resources after abnormal or inconclusive cancer screenings and diagnostics.

THEREFORE, BE IT RESOLVED, that the NAACP Units through its Health Committee shall advocate for the use of peer-to-peer educators within Black and minority communities that educate and empower males and females with the knowledge to become lay educators and champions of health for themselves, their family, friends, and society (Peer to Peer; Body and Soul: A Celebration of Healthy Eating and Living).

BE IT FINALLY RESOLVED, that the NAACP recommends and advocates for trauma informed medical care and better outcomes in the cancer care continuum model, which begins with primary prevention and early detection and will continue through survival periods.

5. *Correctional Care Coordination: The Continuum of Health, Corrections, Re-entry, Pipeline to the Community*
Springfield, Illinois Branch #3032

Concur as amended

WHEREAS, The NAACP has committed to eliminating race-based discrimination, health care disparities, inequities among Black and other people of color, and ensuring timely access to quality healthcare is available to all as demonstrated in the following resolutions: Resolutions of

Health Care Reform in 1978, 2010; Patient Protection and Affordable Care in 2012, 2013, 2014; Spreading of Hep C in 2015; Promotion of Education to Prevent Spread of HIV; Good Mental Health in 2015, 2019; Prison Health Care Testing in 2003, 2006; Reducing Health Disparities in 2006, 2008; Reauthorization in Ryan White in 2006; Testing for Women in Prison in 1977, 2016; Elimination of Gender Disparities and Advancing Gender Equality in 2019; and Transportation and Medical Access Chronic Disease in 2017; and

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

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

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NAACP affirms the National Commission on Correctional Health Care's recommendation for the development and use of uniform electronic health records (EHR) and urges that it become a requirement for accreditation; that the EHR is recommended for continuity of care between community and correctional providers; and that until the EHR is completed, all individuals scheduled for release receive a release packet that includes continuity

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of care documents, a care plan with supportive service documents, community resource lists, a collaborative comprehensive case plan, and personalized instructions.

BE IT FURTHER RESOLVED, that the NAACP endorses the use of trauma-informed care coordination models employing criminal justice system-informed peer support specialists.

BE IT FURTHER RESOLVED, that the NAACP supports a state strategy to obtain Medicaid coverage for every eligible incarcerated person before being released into the community; and, in states where Medicaid coverage is available for the newly released inmates but the correctional system doesn't apply for Medicaid on their behalf, the NAACP encourages its branches to advocate for legislation that mandates DOCs, jails, and juvenile justice systems to screen everyone before release for Medicaid eligibility, and, if a person is found to be eligible, institutional staff must submit an application on his or her behalf (e.g., Illinois Public Act 101-0351, effective 1/1/2020).

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

**6. NAACP Supports “Affordable, Quality Health Care Now”
Derrick Johnson, President & CEO**

Concur as amended

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

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

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

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

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

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

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

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

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

2020 RESOLUTIONS

HOUSING

1. *Discriminatory Effects of the HUD Disparate Impact* Florida State Conference, Unit 5635-SC

Concur

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

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

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

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

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP will seek federal legislation preserving the use of the “disparate impact” analysis under the Fair Housing Act.

INFORMATION TECHNOLOGY

1. *Protecting Youth from Data Exploitation by Online Technologies and Applications* California/Hawaii State Conference, Unit 1021-SC Hawaii State Conference Education Chair

Concur as amended

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

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

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

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

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

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

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

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

BE IT FURTHER RESOLVED, that the NAACP will pursue legislation to ensure that schools, districts, and technology companies contracting with schools will neither collect, use, share, nor sell student information unless given explicit permission by parents in plain language and only after being given full informed consent from parents about what kinds of data would be collected and how it would be used.

BE IT FURTHER RESOLVED, that the NAACP will work together with civil rights, justice, education, and privacy groups to collectively advocate for stronger protection of data and privacy rights.

BE IT FURTHER RESOLVED, that the NAACP will engage in family/community education and action campaigns to build capacity for policy changes that would protect children’s privacy rights.

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

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

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IMMIGRATION/INTERNATIONAL AFFAIRS

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

California/Hawaii State Conference, Unit 1021-SC
San Jose-Silicon Valley, CA Branch 1067-B

Concur as amended

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

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

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

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

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

WHEREAS, Ethiopia and four other upstream riparian States (Kenya, Uganda, Rwanda and Tanzania) signed the Cooperative Framework Agreement (CFA), which favored the equitable and

2020 RESOLUTIONS

fair use of the waters of the Nile River, and was ratified by the Ethiopian Parliament on June 13, 2013; and

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

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

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

WHEREAS, A fair and balanced solution can be formulated and implemented only on the basis of a framework that guarantees and respects the sovereignty of Ethiopia over the sources of the Blue Nile and the operating of the dam.

THEREFORE BE IT RESOLVED, that the NAACP opposes Egypt's efforts to block the Grand Ethiopian Renaissance Dam (GERD).

BE IT FURTHER RESOVLED, that the NAACP calls on the World Bank to use its good office to play the role of a neutral facilitator and revisit its refusal to finance the GERD project.

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

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LABOR

1. *Protection for Whistleblowers* Florida State Conference, Unit 5635-SC

Concur as amended

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

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

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

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

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

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

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

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

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

LEGISLATIVE AND POLITICAL ACTION

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

**California-Hawaii State Conference, Unit 1021-SC
East County, California Branch #1055**

Concur as amended

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

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

WHEREAS, The United States House of Representatives recently passed House Resolution 1055 to affirm the strong ties between the United States and Liberia, and to affirm support for democratic principles and the call for full implementation of the Truth and Reconciliation Commission's recommendations; and

WHEREAS, Because of said conflict described above, which also ravished the county, caused many of its Liberian citizens to be displaced in various regions throughout United States, including East Contra Costa County; and

WHEREAS, East Contra Costa County has a large population of Liberian immigrants and those immigrants reside within the service territory of the East County Branch of the National Association (East County NAACP).

THEREFORE, BE IT RESOLVED, that the NAACP will hereby urge all of its units to support the United States House of Representatives Resolution 1055, as well as, of the oppressed people living in Liberia.

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

**California-Hawaii State Conference, Unit 1021-SC
San Jose/Silicon Valley, California Branch 1067**

Concur as amended

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP urges adoption of the Ban Conflicted Trading Act.

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

3. *Repeal Electoral College*

Santa Monica Venice, California Branch 1073

Concur as amended

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

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

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

THEREFORE, BE IT RESOLVED That the Electoral College be repealed because it bastardizes, disenfranchises the individual vote and replaces the popular vote.

BE IT FINALLY RESOLVED That the NAACP commit its resources in asking its representatives to participate in a strategy with its community partners to have the Electoral College Repealed.

4. *Force Arbitrations Antithetical to Civil Rights*

Florida State Conference, Unit #5635-SC

Concur as amended

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

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

WHEREAS, Title VII of the Civil Rights Act of 1964 is a federal law that protects employees against discrimination based on race, color, national origin, sex, and religion, and under Title VII an employer may not discriminate with regard to any term, condition, or privilege of employment; and

WHEREAS, The scope of Title VII extends to areas such as recruiting, hiring, promoting, transferring, training, disciplining, discharging, assigning work, measuring performance, and providing benefits. Employers in both private and public sectors that employ fifteen or more

employees are subject to this law. The federal government, employment agencies, and labor organizations are also subject to Title VII; and

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

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

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP will seek legislation in every state, the District of Columbia and all territories recognizing that forced arbitration is a threat to civil rights, and prohibiting such practices as they relate to employment contracts and business-consumer transactions.

2020 RESOLUTIONS

5. *Misuse of Personal Data and Biometrics*

Florida State Conference, Unit 5635-SC

Concur as amended

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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THEREFORE, BE IT RESOLVED that the NAACP will work with Congress, state legislatures and municipalities: (1) enact statutes and regulations against the collection and sale of personal data by companies without affirmative, opt-in consent; (2) ban targeted political advertising based on personal information unless they have explicit consent; (3) ban the use of facial recognition technology by law enforcement; and (4) propose a regulatory system for public bodies to use biometric identifiers which are non-biased, accurate and balance democratic values with security concerns.

6. *The Impeachment of Attorney General William P. Barr*
DuPage County, Illinois Branch 3012

Concur as amended

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

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

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

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

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

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

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

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

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

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

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

7. *End Capital Punishment in the United State of America*
Orange County, California Branch 1052

Concur as amended

THEREFORE, BE IT RESOLVED, that the National Association for the Advancement of Colored People reaffirms and stand united to end capital punishment permanently.

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

VOTING RIGHTS

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

**Derrick Johnson, President and CEO
Staten Island, New York Youth Counsel, Unit 2824
South Carolina Youth & College Division
Michigan State Conference Youth & College Division
Michigan National Youth Work Committee
Brooklyn, New York Branch #2207**

Concur as amended

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

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

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

THEREFORE, BE IT RESOLVED, that the NAACP urges Congress to continue to provide funding to the states to improve and provide the Administration uniform standards for voting systems and that mail in voting be advocated for in every state and territory legislative body.

BE IT FINALLY RESOLVED, that the NAACP nationally and through its state and local units will advocate to ensure Congressional leaders on both sides come together to pass laws that protect the health of every voter and ensure the inclusion of all who wish to cast a ballot. Through this advocacy the Association will never forget and shall always honor those who struggled, and were sometimes met with violence, and now sickness or death, in the name of voting rights for all Americans.

RESOLUTION AMENDMENT FORM

NATIONAL ASSOCIATION FOR THE ADVANCEMENT
OF COLORED PEOPLE (NAACP)
111TH ANNUAL CONVENTION VIA ZOOM
LEGISLATIVE PLENARY SESSION - SATURDAY, AUGUST 1, 2020

PAGE NUMBER: _____ RESOLUTION NUMBER: _____

RESOLUTION NAME: _____

OR

EMERGENCY RESOLUTION NUMBER: _____

CATEGORY (E.G. CIVIL RIGHTS):

PROPOSING TO AMEND THE RESOLUTION BEGINNING AT LINE (E.G. FIRST "WHEREAS" OR THIRD "RESOLVED" CLAUSE):

INSERT THE FOLLOWING LANGUAGE AFTER THE

WORD: _____

OR DELETE THE FOLLOWING

LANGUAGE: _____

SUBMITTED BY DELEGATE:

UNIT (BRANCH) NAME: _____

STATE: _____ REGION: _____

2020 RESOLUTIONS

RESOLUTION AMENDMENT FORM

NATIONAL ASSOCIATION FOR THE ADVANCEMENT
OF COLORED PEOPLE (NAACP)
111TH ANNUAL CONVENTION VIA ZOOM
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SUBMITTED BY DELEGATE:

UNIT (BRANCH) NAME: _____

STATE: _____ REGION: _____

2020 RESOLUTIONS

RULES FOR LEGISLATIVE SESSION

1. All voting shall be done by displaying voting cards.
2. No amendment shall be considered that has not been previously submitted, in writing, on the form provided to you.
3. No delegate may speak to a single issue more than twice.
4. No delegate may speak more than three (3) minutes per recognition.
5. Delegates who wish to speak shall stand at a microphone to be recognized.
6. Delegates who speak shall identify themselves by name and unit represented.
7. Resolutions shall be adopted by section, unless a delegate asks to address an individual resolution with a proposed amendment or with debate.

NAACP NATIONAL RESOLUTIONS COMMITTEE: 2020

Leon Russell
Chairman

Madie Robinson
Vice Chair

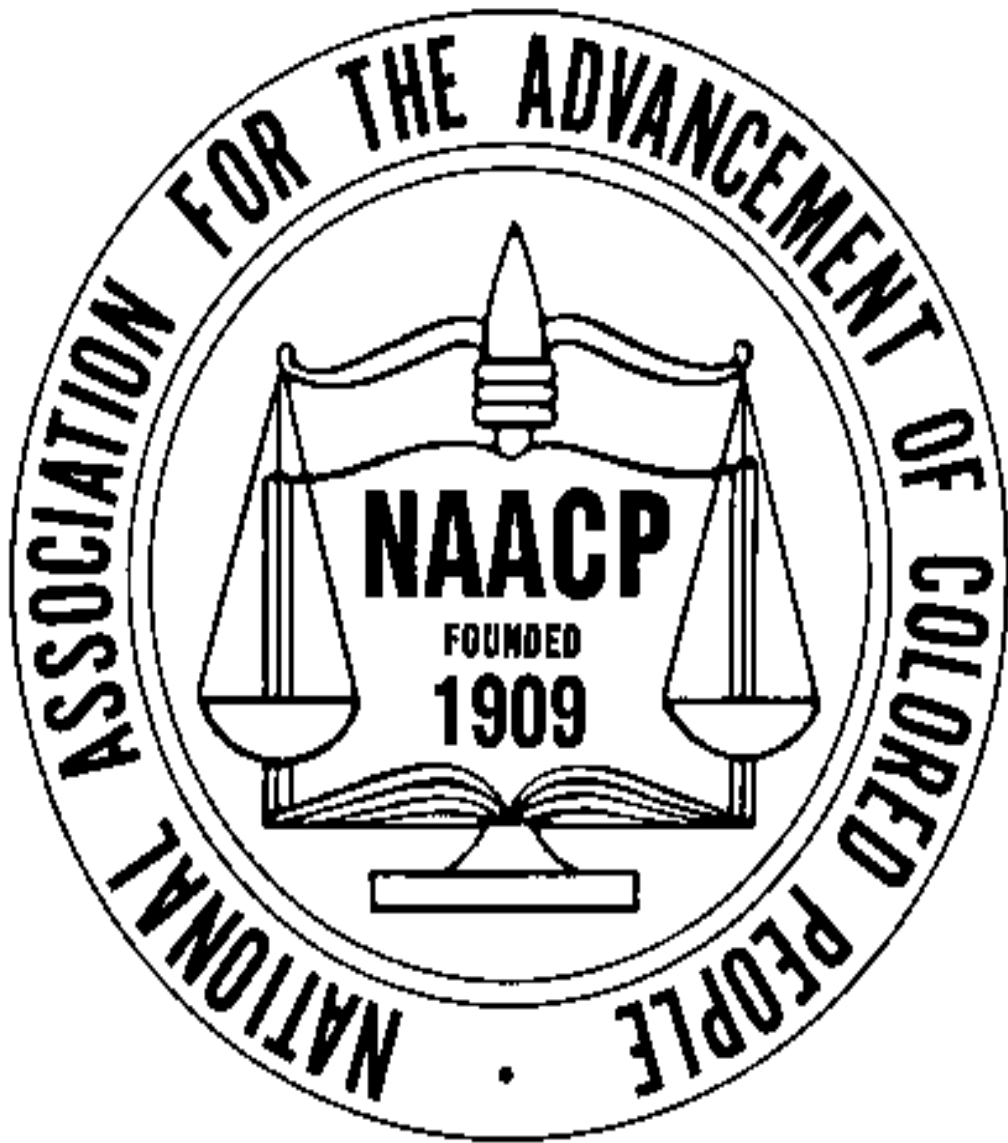
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Dr. John Arradondo
Wandra Ashley-Williams
Karen Boykin-Towns
Alphonso Braggs
Alicia Brooks
Horace Brown
James Burgess
Rick Callender
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2020 RESOLUTIONS



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