RESOLUTIONS
adopted
by the
78TH ANNUAL NATIONAL CONVENTION OF THE NAACP
July 5-9, 1987

New York Hilton Hotel

NEW YORK, NEW YORK
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PREAMBLE

As we approach the dawn of the Year 2000, we pause to reflect on the past, assess the present, and forge into the future to complete the unfinished civil rights agenda.

There have been notable gains. Black Americans enjoy greater access today to the ballot. Black youth are reaching new levels of educational advancement. Racial segregation, as a matter of law, is a thing of the past. We have decisions affirming the right of blacks to use inter- and intra-state commerce facilities. We have access to public accommodations. The NAACP has been in the forefront of every battle for social change during its 78 year history.

The prevailing conservative climate, the unparalleled increase in the federal deficit, the ever-increasing charge of "reverse discrimination" in employment, fragmentation of minority "set-sides", and a woefully inadequate federal budget for social programs pose a challenge to the NAACP to be visionary and to make hard choices regarding its program thrust now and in the Year 2000.

Looking ahead to the future, the NAACP pledges itself to redouble efforts to achieve equality of opportunity in every aspect of public life, to include discrimination in education, economics, employment, and housing.

In pursuit of these goals, we adopt the following statements of policy.
EMERGENCY RESOLUTIONS

SOUTH AFRICA

WHEREAS, the changing nature of the complexities of the plight of Black South Africans, including the dilemma of the front-line states is intensifying, and attempts to influence the white majority to abandon its apartheid policy have been unsuccessful, and the Sullivan principles have not achieved their full objective(s); and,

WHEREAS, the majority of South Africans continue to be oppressed by the white majority; and,

WHEREAS, the NAACP has long been committed to opposing apartheid and fostering the freedom of Black South Africans; and,

WHEREAS, it is apparent that careful research, critical analysis, and detailed examination must be undertaken to formulate a coordinated approach to the achievement of our objective.

NOW THEREFORE BE IT RESOLVED, that a 19-person committee be established--7 to be appointed by the Chairman of the National Board (one of whom shall be a youth); 7 to be elected (one from each Region) by the 78th Annual National Convention; and 5 appointed by the CEO/Executive Director, to gather facts and assess the options available in the dismantling of apartheid and, if necessary, to visit the front-line states;

BE IT FURTHER RESOLVED, that the 19-person Special Committee is mandated to make interim reports at the October and February meetings of the National Board of Directors, with a final report to be made no later than the 79th Annual National Convention;

BE IT FURTHER RESOLVED, that until the Special Committee makes its reports to the National Board and the final report to the 79th Annual National Convention and the NAACP formulates, as necessary, new policies on South Africa, the NAACP continues its internal policy regarding South Africa which includes:

- withdrawing funds, if any, from any banks or other lending institutions which have not subscribed to the Sullivan Principles or embarked upon a program to divest holdings in companies that do business in South Africa;

- applying this policy in its dealings with vendors which have not subscribed to the Sullivan Principles or embarked upon a program to divest holdings in companies that do business in South Africa;

- calling on our members to withhold economic support from such companies to the extent that they can determine the identity of such companies.

BE IT ALSO RESOLVED, that the NAACP unswervingly reaffirm its long-standing policy position calling for total divestment in South Africa;

BE IT FINALLY RESOLVED, that adequate staff support be supplied to effect the work of the Special Committee.
WHEREAS, Judge Robert Heron Bork, member of the U.S. Court of Appeals for the District of Columbia, has been nominated by President Reagan to become the 104th Justice to the U.S. Supreme Court; and,

WHEREAS, Justice Bork, in a 1963 New Republic article criticized the proposed public accommodations provision which became the Civil Rights Act of 1964, stating that it "means a loss in a vital area of personal liberty". . . the legislation would inform a substantial body of the citizenry that to continue to conduct the trades in which they are established, they must deal with and serve persons with whom they do not wish to associate; and,

WHEREAS, Judge Bork has expressed views, as late as 1985, that "original intent" is the only legitimate basis for constitutional decisions. . . the only way in which the Constitution can constrain judges is if they interpret the document's words according to the intentions of those who drafted, proposed, and ratified its provisions and various amendments; and,

WHEREAS, Judge Bork's expressed view re the death penalty is "it is a little hard to understand how a penalty that the framers explicitly assumed to be available, can somehow become unavailable because of the very Constitution the framers wrote. . ."; and,

WHEREAS, Judge Bork has criticized Justice Powell's endorsement of affirmative action in the Bakke case; and,

WHEREAS, the confirmation of Judge Bork would place on the High Court a Justice who does not feel constrained by precedent and who has favored a congressional limit on the use of pupil transportation as a school desegregation technique; and,

WHEREAS, the Supreme Court is too important in our hope for equality and Justice to permit us to sit idly by and watch a whole line of civil rights liberties be threatened by the appointment of a Justice whose ideological orientation would deprive us of the gains achieved in the last 30 years.

NOW THEREFORE BE IT RESOLVED, that the NAACP launch an all-out effort to block the confirmation of Judge Bork.
CIVIL RIGHTS

1. Racism and Racial Violence

WHEREAS, the resurgence of racism and racial violence has reached a point where it cannot be ignored without jeopardizing the social fabric of our multi-racial society; and,

WHEREAS, there have been racial incidents reported on several college campuses; i.e., the Citadel (SC), Howard Beach (NY), Tampa (FL), Forsyth County (GA), and Maryland; and,

WHEREAS, there is a growing insensitivity to and lack of tolerance for the plight of blacks and other minorities in this pluralistic society; and,

WHEREAS, the Reagan Administration has not exerted leadership in speaking out against the resurgence of racism and the Assistant Attorney General for Civil Rights, in the face of facts, disavows that racism is on the rise; and,

WHEREAS, the basic conclusion of the Kerner Commission Report in 1968 that "we are moving toward two societies, one black, one white - separate and unequal" is as real in 1987 as it was in 1968;

NOW THEREFORE BE IT RESOLVED, that the NAACP call on the Congress to enact legislation establishing a National Commission to investigate the resurgence or racism in our Nation;

BE IT ALSO RESOLVED, that, in the interim, the NAACP through its units, encourage the local, state, and national governments to implement the recommendations of the Kerner Commission.

2. Data Base

WHEREAS, data are being collected on individuals in America in ever increasing volume; and,

WHEREAS, this information is shared by many businesses and organizations; and,

WHEREAS, most of this collection is done without the individual's knowledge or consent; and,

WHEREAS, much of this information can be used adversely without the individual's knowledge;

NOW THEREFORE BE IT RESOLVED, that the NAACP seek legislation that will require those who collect data to: (1) inform the affected individual that data are being collected; and, (2) prior to each dissemination of such data, furnish the affected individual with a copy of the information collected.
3. Judge Alcee Hastings

WHEREAS, U.S. District Judge Alcee Hastings has been recommended for impeachment by the U.S. Judicial Conference; and,

WHEREAS, this effort to impeach Judge Hastings is based on innuendo, assumptions, and secret proceedings, by a few hostile Federal judges; and,

WHEREAS, Judge Hastings was tried and acquitted of all charges by a court of competent jurisdiction and a jury of his peers; and,

WHEREAS, the U.S. Constitution protects individuals against double jeopardy; and,

WHEREAS, the Judicial Conference has referred the matter to the House Judiciary Committee to decide whether Congress will accept the impeachment recommendation of the Eleventh Circuit; and,

WHEREAS, the House Judiciary Committee has referred the matter to its subcommittee on Criminal Justice for the purpose of investigating and making a report and recommendations to the House Judiciary Committee;

NOW THEREFORE BE IT RESOLVED, that the 78th Annual Convention of the NAACP deplores the proposed racially discriminatory action to try Judge Hastings, again, by the Congress; and,

BE IT FURTHER RESOLVED, that members of the NAACP advise their elected congressional representatives of their opposition to and their grave concern regarding this attempt to deprive Judge Hastings of his civil rights.

4. Protection of Civil Rights "Whistle Blowers"

WHEREAS, Congress has passed legislation protecting the rights of citizens who report the violation of property rights; i.e., "whistle blowing", which protects individuals who report violations of laws and regulations pertaining to contracts, resources, environmental issues, quality control, and related matters;

NOW THEREFORE BE IT RESOLVED, that the 78th Annual Convention of the NAACP urge the Congress to enact legislation that will protect and hold harmless those citizens who report violations of civil rights and civil rights laws.

5. The Making of America Publication

WHEREAS, the California Bicentennial Commission, a commission created by the State Legislature to honor the 200th birthday of the U.S. Constitution, relied on private funding to underwrite its cost of doing business; and

WHEREAS, as a fundraiser, the Commission approved the sale of The Making of America, a racially biased publication on the history of America; and,
WHEREAS, California State Assembly Speaker, Willie L. Brown, Jr., State Senator Gary K. Hart, and Nathaniel S. Colley, Sr., Chairman of the NAACP Special Contribution Fund (SCF) Board of Trustees, have pursued this matter and demanded action by Governor Deukmejian regarding the California Bicentennial Commission; and,

WHEREAS, Governor Deukmejian, in the process of reviewing the conduct of the members of the Bicentennial Commission, failed to dismiss them for gross negligence regarding approving The Making of America; and,

BE IT FURTHER RESOLVED, that the NAACP call upon the Nation's school districts and institutions of higher learning to exclude this publication from any institution under their direction.

6. Japan - Racial Prejudice

WHEREAS, Japan's Prime Minister Yasuhiro Nakasone publicly stated before Japan's cabinet members and its advisers that "blacks, Mexicans, and Puerto Ricans have lowered the United States' educational and intellectual levels; and,

WHEREAS, this statement evinces blatant racial prejudice of a Japanese high-ranking governmental official against American blacks, Mexicans, and Puerto Ricans; and,

WHEREAS, the content of this statement is a public insult and is tantamount to public defamation; and,

WHEREAS, black Americans have significantly contributed to the $58.6 billion trade surplus earned by Japanese businesses from 1986 imports of Japanese-made goods to the United States; and,

WHEREAS, to make restitution for his remarks, the Prime Minister has publicly apologized for his statement and has made a commitment to pursue initiatives of Japanese investments in minority-owned American banks; exchange programs between Japanese colleges and black American colleges; and to locate Japanese companies in predominantly black areas; and,

WHEREAS, there are widespread complaints that Japanese-owned or partially-owned firms have not been very receptive to establishing and assisting in establishing minority franchise owners; and,

WHEREAS, Japan has closed, and continues to close its markets to American products causing or contributing to excessive unemployment in the black community;

NOW THEREFORE BE IT RESOLVED, that the NAACP construe the apology and specific commitments made by the Prime Minister as binding commitments of the Japanese government to black Americans; and,
BE IT FURTHER RESOLVED, that NAACP units identify local, state, and national opportunities to implement these commitments; and,

BE IT ALSO RESOLVED, that the NAACP CEO/Executive Director notify the Japanese Embassy of identified opportunities, reminding them of the apology and commitments made by the Prime Minister; and,

BE IT ALSO RESOLVED, that the NAACP call upon Japanese entities to establish a functioning and viable franchise program for blacks with definitive goals and timetables;

BE IT FURTHER RESOLVED, that the NAACP call upon the Japanese to open their markets to American products and engage in reciprocal trading practices or face U.S. government-imposed sanctions;

BE IT FINALLY RESOLVED, that the NAACP CEO/Executive Director work with other black leaders and the Japanese Embassy to ascertain and monitor specific action by Japan to fulfill such binding commitments to black Americans.

7. Minority and Female Enhancement Programs

WHEREAS, the Federal Communications Commission (FCC) released a Notice of Inquiry regarding a reexamination of the Commission's comparative hearing, distress sales, and tax certificate policies; and,

WHEREAS, minorities and women have gained a small foothold since the Commission adopted policies in 1978 granting them enhancement in the issuance of new broadcast licenses; and,

WHEREAS, diversity of ownership in the broadcast media is essential to gaining a broad spectrum of views on the Nation's airwaves; and,

WHEREAS, the communications media play a dominant role in shaping people's perceptions and views;

NOW THEREFORE BE IT RESOLVED, that the NAACP direct its Washington Bureau to work for the passage of legislation which will codify the FCC's current policy of granting minorities and women an enhancement factor in the administrative process of issuing a broadcast license;

BE IT ALSO RESOLVED, that the NAACP call for the restoration of the FCC's past equal employment opportunity filing requirements and codify the Commission's EEO guidelines for radio and TV stations, and reinstate the Commission's past policy of allowing minorities an opportunity to participate in the assignment of AM radio clear channel frequencies;

BE IT ALSO RESOLVED, that the NAACP encourage its members to do business with companies that advertise in black-owned media;
BE IT FINALLY RESOLVED, that the NAACP use its influence with major corporations to encourage them to advertise on black-owned radio and TV stations.

8. Blacks in Professional Sports

WHEREAS, numerous black professional athletes have excelled and become stars in basketball, baseball, football, and other professional sports; and,

WHEREAS, black professional sports stars uniquely serve as role models for other blacks to excel in an activity and to contribute to American society; and,

WHEREAS, few black professional athletes or non-athletes are in team managerial and administrative positions; and,

WHEREAS, it is perceived among most team owners and managers that blacks do not aspire to, and/or do not have the qualifications for, team managerial and administrative positions; and,

WHEREAS, this perception is tantamount to racial stereotyping and results in racial discrimination against blacks in searches for and selection of team managers and administrators;

NOW THEREFORE BE IT RESOLVED, that the NAACP's National Office target professional sports organizations for application of Fair Share agreements.

EDUCATION

1. Education and Extracurricular Activities

WHEREAS, as part of the reform movement, state legislatures are passing laws mandating that students meet certain minimum requirements before they are permitted to participate in extracurricular activities; and,

WHEREAS, extracurricular activities are defined differently by certain school systems, and may include activities as varied as field trips; and,

WHEREAS, some school systems have inflexible rules which may penalize the learning disabled students;

NOW THEREFORE BE IT RESOLVED, that the NAACP call upon its branches to take an active part in the development of policies related to black students and extracurricular activities, in order to ensure equity while demanding excellence for all youth; and,

BE IT FURTHER RESOLVED, that the NAACP call upon the branches and state conferences to demand that states and local school systems put into place the counseling and support services needed to provide a quality education for all students, especially those who have the added weight of extracurricular activities.
2. Early Childhood Education

WHEREAS, access to quality education is a major goal of the NAACP; and,

WHEREAS, the quality of early childhood preschool educational experiences (3-5 years of age) can have a positive effect upon the future success of children at risk with preschool programs which mandate involvement, participation, and early intervention with families of the children; and,

WHEREAS, the NAACP expressed its concern in regard to quality early childhood education in resolutions passed at its National Conventions in the years 1977, 1983, and 1984;

NOW THEREFORE BE IT RESOLVED, that the NAACP, in convention assembled, reaffirm its policy positions in this critical area; and,

BE IT RESOLVED, that each state conference is mandated to submit to the National Board and to the Regional Director a report on its progress and activities in the aforementioned, sixty days before the convening of each National Convention.

BE IT FINALLY RESOLVED, that the NAACP directs all units to work with publicly funded day care, preschool and child development agencies to ensure provision for comprehensive preschool and child development programs for children within state-funded programs.

3. The Plight of Black Student Athletes

WHEREAS, the NAACP expressed its concern regarding the exploitation of black student athletes in a resolution passed at its 65th Annual National Convention in 1974;

NOW THEREFORE BE IT RESOLVED, that the NAACP, in convention assembled, reaffirm its policy position and launch a major program to oversee the academic progress of black athletes at all levels of our educational system to ensure that our black students receive the best education possible, and that they are not exploited by the athletic establishment;

BE IT ALSO RESOLVED, that the NAACP push for a balanced approach in education and athletics by insisting on a stronger academic involvement by athletic departments and by endorsing programs for the development of students interested in athletics from junior high school to college so that education is not deemphasized; and,

BE IT FURTHER RESOLVED, that the NAACP calls for a Freshman Athlete Review Board on all college campuses, whose job would be to review and frequently monitor the academic standings of freshmen athletes and decide whether they are academically qualified to participate in varsity sports;
BE IT ALSO RESOLVED, that the NAACP call on colleges and universities to ensure that opportunities to pursue a degree beyond the traditional four years are made available to all students receiving athletic scholarships;

BE IT FINALLY RESOLVED, that the NAACP call for stringent sanctions to hold colleges and universities accountable for the academic achievement of their student athletes.

4. Drugs and Athletes

WHEREAS, the use of illegal drugs has increased as a whole throughout the country; and,

WHEREAS, illegal drugs have an acute impact upon the black community, and black youth in particular; and,

WHEREAS, athletes, as a group, are exposed more to drugs because of physical demands on their bodies and large sums of money placed at their disposal; and,

WHEREAS, athletes serve as role models in actively discouraging illegal drug use;

NOW THEREFORE BE IT RESOLVED, that the NAACP develop a program to inform and educate our youth on the danger of using illegal drugs with special emphasis on the black athlete;

BE IT ALSO RESOLVED, that the NAACP call on the federal, local, and state governments to enforce laws against illegal drug trafficking and use.

HOSPITALS, HEALTH, AND WELFARE

1. Welfare Reform

WHEREAS, the Congress and the states are considering welfare reform proposals to decrease the number of welfare recipients and make people less dependent on welfare; and,

WHEREAS, many welfare recipients are likely to stay on the welfare rolls for years; and,

WHEREAS, a significant number of those on welfare are under the age of 22, have not completed high school, and have been unable to find a job for at least a year; and,

WHEREAS, the best hope for welfare recipients lies in properly funded job training to allow thousands of families now forced to live on welfare to gain skills and thereby be able to support themselves with decent jobs in the private and public sectors; and,

WHEREAS, people should be placed in job-training programs which assure job placement and meaningful employment rather than menial tasks; and,
WHEREAS, some of the welfare recipients are in need of quality day and child care centers to allow them to leave home and enter the workplace; and,

WHEREAS, many welfare recipients need allowances or transportation to get to and from work;

NOW THEREFORE BE IT RESOLVED, that the 78th Annual National Convention direct NAACP units to work for comprehensive welfare reform to include a guaranteed minimum income;

BE IT ALSO RESOLVED, that NAACP units work at the national, state, and local levels to insure that welfare reform proposals adopted include minimum provisions for welfare recipients to receive an education, job training/placement programs, private sector nonsubsidized jobs, day and child care services, Medicaid and food stamp benefits, when needed, and transportation allowances for work;

BE IT FINALLY RESOLVED, that NAACP units work at the national, state, and local levels to ensure that welfare reform proposals adopted include a requirement for the participation of local community groups in planning and implementing welfare programs financed with state and federal funds.

2. Social Security and Medicare

WHEREAS, millions of Americans have paid into the social security system for many years and rely on social security and medicare benefits; and,

WHEREAS, these people are entitled to such benefits; and,

WHEREAS, congressional legislation gives no permanent solution to funding problems of social security and medicare;

NOW THEREFORE BE IT RESOLVED, that the NAACP urge the Congress to take no action that would weaken Social Security and Medicare;

BE IT FURTHER RESOLVED, that the NAACP urge the Congress to make no further budget/funding cuts in medicare benefits;

BE IT FINALLY RESOLVED, that the NAACP urge the Congress to take action guaranteeing adequate funding of Social Security and Medicare at a level which provides an adequate and secure life style for Americans upon their retirement.

3. AIDS

WHEREAS, many people have died and are dying from the Acquired Immune Deficiency Syndrome (AIDS) disease, and there is no known cure; and,

WHEREAS, the disease is spreading so rapidly that it is reaching epidemic proportions; and,
WHEREAS, the Center for Disease Control estimated that as of May, 1986, more than 200,000 people, including 500 children had come down with AIDS; and,

WHEREAS, between 1 and 4 million Americans are estimated to be carrying the AIDS killer virus; and,

WHEREAS, there is no adequate program which publicly educates people on how AIDS is transmitted; and

WHEREAS, schools are in a suitable position to educate children and others on how AIDS is transmitted; and,

WHEREAS, the cost of treating AIDS patients is astronomical and many patients have insufficient financial resources to pay the cost;

NOW THEREFORE BE IT RESOLVED, that AIDS be treated as an entity without social stigma or implications;

BE IT FURTHER RESOLVED, that the NAACP call on the Congress and the Administration to enact and sign laws to fund AIDS research and to provide public financial assistance to AIDS patients in need of financial help;

BE IT FINALLY RESOLVED, that the NAACP, through it constituent units, embark on an educational campaign to ensure that members of the black community receive accurate information about AIDS and how it is transmitted.

4. Teenage Pregnancy

WHEREAS, American teenagers under age 15 are at least 15 times more likely to bear a child than their peers in any other western nation; and,

WHEREAS, more than one million teenage girls will become pregnant in any one year and many of these will be black teenage girls; and,

WHEREAS, teen parents find it difficult to get a high school diploma which lessens their chances of getting a good job and creates a permanent under class in our society; and,

WHEREAS, children having children contributes to poor health risks for the mother and the child; and,

WHEREAS, the grim reality is that babies are having babies while society debates the issue of whether sex education should be taught in the home or in the school to girls and boys; and,

WHEREAS, an Education Research Group Study, correlated with the 1985 Harris and Gallup polls suggest that public and school officials need to communicate more to girls and boys about sex education; and
WHEREAS, black parents need to communicate more to their teenage girls and boys about sex education;

NOW THEREFORE BE IT RESOLVED, that NAACP units actively encourage parent-child communications about sex education and the responsibilities of parenthood;

BE IT FINALLY RESOLVED, that NAACP units call on the media to disseminate information on sex education and parenthood targeted to reach and be understood by teenage girls and boys.

5. Social Security "Notch System"

WHEREAS, in 1982 the government changed the Social Security laws by establishing the "notch system" which cuts off full benefits to people born between the years 1917 - 1921; and,

WHEREAS, these changes were purportedly made to adjust or balance federal funds in the social security program; and,

WHEREAS, this congressional and administrative action with the "notch system" is arbitrary and discriminates against people over 66 years of age;

NOW THEREFORE BE IT RESOLVED, that the NAACP call on the Congress to correct the unfairness accorded to people born between 1917 and 1921 as a result of the "notch system".

6. The Adoption of Black Children

WHEREAS, there are a number of Black children for adoption; and,

WHEREAS, Black children are among the most difficult to place in adopted homes;

NOW THEREFORE BE IT RESOLVED, that the NAACP sponsor and support efforts that will encourage the promotion of public awareness and education within the Black community concerning the need for adoption of Black Children.

7. Homeless People

WHEREAS, there is a significant number of people (commonly referred to as homeless people) who are living in city streets, destitute, without hope, without food, shelter, clothing, and medical attention; and,

WHEREAS, causes or reasons for people living in the streets should be identified and made public; and,

WHEREAS, private organizations are unable to meet the basic needs of homeless people; and,
WHEREAS, attention and resources for homeless people pose problems which transcend city and state limits; and,

WHEREAS, society, through its government, should provide for the essential needs of these people;

NOW THEREFORE BE IT RESOLVED, that the NAACP call upon Congress and the Administration to enact and sign into law legislation making federal funds available for research, housing, on-site medical care, food, and other basic needs of homeless people;

BE IT ALSO RESOLVED, that NAACP State, Area, and Regional Conferences and branches monitor state agencies in their locales to help effect the delivery of benefits to homeless people.

HOUSING

1. Fair Housing Amendments (S-588 and HR 1158)

WHEREAS, the chief defect in the fair housing law of 1968 is the lack of an adequate enforcement mechanism; and,

WHEREAS, reliance on individual lawsuits and voluntary action does not produce the desired results; and,

WHEREAS, the Secretary of Housing and Urban Development (HUD) does not have the authority to act in housing discrimination cases, except to investigate and conciliate, even when there is a flagrant violation of the law; and,

WHEREAS, families with children and the physically disabled find it increasingly difficult to rent without discrimination; and,

WHEREAS, S-558 and HR 1158 amends the Fair Housing Act of 1968 by adding familial status and the handicapped to the classes of persons protected from discriminatory housing practices; and,

WHEREAS, these companion bills authorize the use of administrative law judges to conduct hearings on HUD-issued charges;

NOW THEREFORE BE IT RESOLVED, that the NAACP direct all its units to actively work for the passage of these two bills during the first session of the 100th Congress.

INTERNAL AFFAIRS

1. History As We Made It

WHEREAS, the National Association for the Advancement of Colored People has been in the forefront of every major civil rights battle in America; and,
WHEREAS, many of our pioneers have passed on unheralded; and,
WHEREAS, the contributions of many of our leaders at both the national and local levels are virtually unknown; and,
WHEREAS, many new warriors cannot answer the question, "What has the NAACP done for me?"; and,
WHEREAS, we, as NAACPers, have the charge to document our own history;

NOW THEREFORE BE IT RESOLVED, that the 78th Annual National Convention call on the National Office to seek a funding source and utilize National Board members with the requisite expertise to assure that a film is made from a composite of pictures or slides of historical events which involve NAACPers in action to show "history as we made it";

BE IT ALSO RESOLVED, that this documentary be presented at various times during Annual Conventions so that delegates and persons from the external community may view it;

BE IT FINALLY RESOLVED, that video tapes of this documentary be made available for sale to the public.

2. Membership Laydown

WHEREAS, NAACP branches are located in areas with differing "colored" populations; and,
WHEREAS, the potential for obtaining membership, though not limited to, is also greatly influenced by geographic location; and,
WHEREAS, the membership laydown is one indication of a branch's dedication to continued growth; and,
WHEREAS, membership laydown awards provide an indication of the outreach and motivation of each individual branch;

NOW THEREFORE BE IT RESOLVED, that all membership laydown awards be based upon the ratio of the percentage of the "colored" population within the jurisdiction of said branch to the number of new memberships laid down.

BE IT FURTHER RESOLVED, that the Membership Department use the membership laydown to motivate small and large branches to maximize their potential and assure that small branches are judged equitably.

3. Evaluation of Branch Effectiveness

WHEREAS, it is the responsibility of local branches to implement the policies and procedures of the National Association for the Advancement of Colored People and to carry on the work of the Association as defined by the National Convention; and,
WHEREAS, the effectiveness of the Association is dependent, in large measure, upon the effectiveness of the branches;

NOW THEREFORE BE IT RESOLVED, that the convention call on the National staff to develop a national self-evaluation tool to be used by the Regional Directors, State/Area Conference and Branch Presidents at branch meetings to determine their effectiveness in the implementation of national programs and in meeting the needs of their constituencies.

4. Uniform Youth State Conference Constitution

WHEREAS, the youth state and area conferences of the NAACP do not complement each other due to the differences in operation and structure; and,

WHEREAS, recently the National Board of Directors approved a uniform State Conference Constitution to govern all NAACP state conferences; and,

WHEREAS, a need exists to unify the NAACP youth state conferences in order to support any national movement and to define their roles and functions; and,

WHEREAS, the youth department staff can minimize training responsibilities and monetary expenses if a uniform document was developed;

NOW THEREFORE BE IT RESOLVED, that the 78th Annual National Convention calls upon the National Board of Directors to develop a uniform state youth conference constitution.

5. Promotional Brochure of NAACP

WHEREAS, there is a pressing need for a pamphlet or brochure that accurately describes the NAACP which can be used as a device for "selling" the NAACP and acquainting those individuals who are not knowledgeable with some basic facts;

NOW THEREFORE BE IT RESOLVED, that the 78th Annual National Convention direct the National Office to develop a brochure which contains a brief history of the NAACP, its objectives, its structural characteristics (e.g., the National Office with its staff, 2100 branches), its legal staff and its operations, its Washington Bureau and its functions, and the importance of memberships and what members mean to a membership organization.

6. Membership and the Crisis

WHEREAS, the National Office requires that membership applications be submitted by the branches within fifteen (15) days of receipt of said application; and

WHEREAS, branches do not receive membership cards in a timely fashion and some members do not receive Crisis magazines; and,
WHEREAS, life member subscribers and life members do not always receive acknowledgment of receipt of payments in a timely fashion; and,

NOW THEREFORE BE IT RESOLVED, that the National Office be required to issue membership cards within thirty (30) days of receipt of application;

BE IT ALSO RESOLVED, that subscribing life members be sent acknowledgment for their periodic payments within thirty (30) days of receipt of payment.

7. Marketing Strategies for the NAACP

WHEREAS, the NAACP has maintained a consistent membership base of approximately 400,000 for a number of years; and,

WHEREAS, branches, youth councils, the college division, and other supporters have attempted to increase membership through an assortment of programs and other activities; and,

WHEREAS, it is important to note the need for a strong and growing membership base; and,

WHEREAS, although surveys indicate the awareness of and need for civil rights among black Americans, the national membership base has not reflected this awareness in terms of large increases in memberships; and,

WHEREAS, a strong and growing membership base created opportunities in expanding the civil rights network by the addition of youth and young adults with new ideas;

NOW THEREFORE BE IT RESOLVED, that the National Board establish a task force to devise a sophisticated national marketing strategy for NAACP using volunteer professionals; and,

BE IT ALSO RESOLVED, that the task force involve the marketing departments of various institutions of higher education in developing such a strategy that will assure a positive impact in the radio and television media.

PROPOSED AMENDMENTS TO THE BRANCH CONSTITUTION (White Book)

8. To Amend Article II, §3 -- Effective Date of Membership in Branch

The effective date of Membership in a branch is the date membership payment is recorded on the membership rolls of the Branch or by the National Office, whichever first occurs.
In the event the National Office receives and records the fees from an individual who has indicated a desire to affiliate with said Branch, said Branch must be notified by the National Office of said payment within thirty (30) days of receipt. Notification shall not necessarily mean that the Branch's share of the membership accompanies the notice.

9. To Amend Article III, §1 -- Officers

(b) Staff may be employed by Branches where their budgets warrant such employment, upon terms and conditions approved by the National Executive Director. Such staff shall be selected by the Executive Committee of the Branch.

(c) Executive Secretaries or other staff shall not be members of the Executive Committee of the Branch.

10. To Amend Article III, §2 -- President

The duties of the President shall be:

(a) To preside at meetings of the General Membership and the Executive Committee, and to serve as Chairman of the Executive Committee.

(b) To appoint Chairmen and members of all committees not directly elected by the General Membership or the Executive Committee.

(c) Between meetings of the Executive Committee and the General Membership, to exercise general executive authority on behalf of the Branch, subject to ratification by the Executive Committee.

(d) To countersign all requisitions prepared by the Secretary for disbursements from the Branch Treasury.

(e) To perform such other functions and exercise such further duties as may be voted from time to time by the General Membership or Executive Committee.

(f) To serve as ex-officio member of all committees except the Nominating Committee, and the Election Supervisory Committee.

11. To Amend Article III, §4(e) -- Secretary

To submit reports to the General Membership and the Executive Committee at all regular meetings, or whenever required by either body, covering the status of the Branch and its activities since the date of the last report; to submit to the Branch at its
annual meeting an annual report of the status and activities of the Branch, provided that where an Executive Secretary is employed, such duties shall be discharged by said Executive Secretary. A copy of all reports by the Secretary, when adopted by the Branch, shall be forwarded to the National Office.

12. To Amend Article III, §4(h) -- Secretary

The Secretary shall be ex-officio a member of all committees except the Nominating Committee, and the Election Supervisory Committee.

13. To Amend Article III, §5 -- Treasurer

The duties of the Treasurer shall be:

(a) To receive all monies of the Branch and promptly to deposit the same in the name of the Branch in a separate account or accounts in a responsible bank or trust company. No money shall be withdrawn from any account except by check signed by the Treasurer and countersigned by the President, or in the absence, unavailability or disability of the President, by the First Vice President.

14. To Amend Article III, §6(g) -- Executive Secretary (Reporting)

(g) To submit reports of the activities of the General Membership and the Executive Committee at all regular meetings or whenever required by either body; to submit to the Branch at its annual meeting an annual report covering activities. A copy of all reports where adopted by the Branch shall be forwarded to the National Office.

15. To Amend Article IV, Section 2(c) -- Committees

Section 2. Duties of Executive Committee

(c) At its first meeting following the election, the Executive Committee shall act on the nominations for the Chairmen of the various Standing Committees as presented by the President.

16. To Amend Article IV, §5 -- Committees

(p) All Standing Committees shall report in writing each month to the Executive Committee at its regular meeting.

17. To Amend Article V, §1 -- Organization Meeting (New Branch)

The officers and members of the Executive Committee elected at the Organization meeting of the Branch shall hold office until their successors are elected and qualify. [A portion of the present provision is deleted.]
18. To Amend Article V, §6(c) -- Duties of Election Supervisory Committee

(c) Have printed, mimeographed, or typewritten, one complete ballot containing in alphabetical order, for each office and the Executive Committee, the name of all persons nominated for office.

(d) Prepare the ballot in sufficient numbers for use at the election, and this ballot shall be the only ballot used at the election, unless the Branch decides to use voting machines in addition to, or in place of, the ballot.

19. To Amend Article V, §10 -- Polling Booths of Branches of 1,000 or More Members

Polling booths must be used and must be set up as prescribed by the Branch Election Manual in a centralized place manned by the Election Supervisory Committee, and with an equal number of watchers and observers for each of the candidates for President. The Branch's By-Laws will determine the number of hours the booths shall be open. The minimum number of hours for polling shall be four (4) unless otherwise determined by the Branch's By-Laws. Provisions for determining eligibility and for challenging the right of persons to vote shall be established in accordance with the Branch Election Manual.

20. To Amend Article V, §12 -- Youth Voting in Branch Elections

Youth are encouraged to participate in Youth Councils, Junior Youth Councils and College Chapters, and may not vote in Branch elections unless there is no chartered or active Youth Unit or College Chapter. The minimum voting age for any member in good standing in Branch elections shall be 17 years.

21. To Amend Article V, adding a Section 15 Authority of the National Office Prior to an Election

The National Office shall have authority to intervene at any time during the three-month period leading up to the Branch's election. Such authority includes suspending the process and instituting corrective action to assure that the rights of all members are protected.

22. To Amend Article VI, §2 -- Annual Meeting

Each Branch shall hold an Annual Meeting between November 20 and December 20 to receive and act upon reports from the Officers and to vote for members of the National Board of Directors. [A portion of the present provision is deleted.]
23. To Amend Article XV, §2 -- Selection of Advisor

In vicinities where there is an Senior Branch and a Youth Council, the Youth Council shall submit to the Branch Executive Committee at least one (1) name, but not more than three (3) names of an adult member(s) in good standing who has been selected as the Advisor. Should the Executive Committee fail to act on the submitted name within 30 days after the submission, the submitted named adult shall become the Advisor.

The Branch Executive Committee shall appoint the youth Advisor for Junior Youth Councils.

PROPOSED AMENDMENTS TO THE YOUTH COUNCIL CONSTITUTION

24. To Amend Article XIX, §2 -- Selection of Advisor

In vicinities where there is a Senior Branch and a Youth Council, the Youth Council shall submit to the Branch Executive Committee at least one (1) name, but not more than three (3) names of an adult member(s) in good standing who has been selected as the Advisor. Should the Executive Committee fail to act on the submitted name within 30 days after the submission, the submitted named adult shall become the Advisor.

The Branch Executive Committee shall appoint the youth Advisor for Junior Youth Councils.

LABOR AND INDUSTRY

1. The Improvement of Affirmative Action in the Social Security Administration

WHEREAS, the amendments to the Civil Rights Act of 1964 established a policy to eliminate the historical under-representation of minorities in the Federal work force; and,

WHEREAS, the January, 1987 report from the General Accounting Office (GAO) on Affirmative Action in the Social Security Administration (SSA) found that the affirmative action plan of the Social Security Administration is deficient in that it has failed to improve black representation in its work force; and,

WHEREAS, the report found that the overall ratio of blacks employed at SSA headquarters increased from 1982 to 1985; however, based on EEO criteria, black men are under-represented; and,

WHEREAS, black women are under-represented in grade levels 13 to 15, although they are fully represented in most job series through the grade 12 level; and,
WHEREAS, some elements of the Social Security Administration and its components have not fully complied with the Equal Employment Opportunity Commission's (EEOC) affirmative action requirements; and,

WHEREAS, affirmative action efforts involving skills development activities -- e.g., the use of individual development plans, initiating additional training opportunities and making job reassignments to increase the advancement potential of minority group members -- have not been reported on or fully carried out;

NOW THEREFORE BE IT RESOLVED, that the NAACP at its 78th Annual National Convention call on the Secretary of Health and Human Services to direct the Social Security Administration to perform the necessary analysis of the SSA workforce to identify under-utilization of blacks and women; determine the causes of such under-utilization and develop and implement an appropriate plan of corrective action to eliminate the problem;

BE IT FURTHER RESOLVED, that the Secretary of HHS direct the SSA to implement all of the recommendations included in the GAO Report;

BE IT FINALLY RESOLVED, that the NAACP urge the appropriate committee(s) of Congress to call on the Secretary of HHS or the appropriate designee to report to the Congress immediately after the second session of the 100th Congress convenes in 1988 on what steps have been taken to eliminate the discriminatory practices outlined in the GAO Report.

2. American Conservation Corps Act (HR 17 and S. 27)

WHEREAS, a disproportionately high number of youth, particularly black youth, are unemployed; and,

WHEREAS, Congress saw the necessity of addressing issues related to youth unemployment problems in the American Conservation Corps Act, House Bill 17 and Senate Bill 27; and,

WHEREAS, a youth conservation work program, modeled after the Civilian Conservation Corps (CCC) of the 1930's would employ youth aged 16-25 year-round; and,

WHEREAS, summer employment would be provided for youth aged 15-21; and,

WHEREAS, youth would be able to gain useful skills through conservation of forests, fish, range lands, wildlife and soil; and,

WHEREAS, employment opportunities would be available through the revitalization of urban areas and preservation of historic and cultural sites, development and maintenance of recreational areas, roads and trails, energy conservation; and,

WHEREAS, the educational and training opportunities afforded by such legislation would be invaluable to our Nation's unemployed youth; and,
WHEREAS, the President's Commission on American Outdoors, included among its recommendations a call for "governors to create outdoor corps to maintain trails and parks";

NOW THEREFORE BE IT RESOLVED, that the NAACP direct its Washington Bureau and units of the Association to aggressively work for the passage of these bills which will ensure employment of our youth, reduce the Nation's backlog of needed conservation work and meet America's needs for outdoor recreational facilities.

3. Federal Minimum Wage

WHEREAS, the Federal minimum wage was last adjusted in 1981 to the current amount of $3.35; and, 

WHEREAS, inflation since 1981 has reduced purchasing power by 77 cents an hour, or a $26.80 pay cut for a forty-hour work week; and,

WHEREAS, in 1987 it would take $4.20 to buy what would have cost $3.35 in 1981, representing a 25-percent adjustment in real dollars since 1981; and,

WHEREAS, a wage earner today, fully employed, at the minimum wage is earning twenty percent below the poverty line; and,

WHEREAS, the federal minimum wage would have to be at least $4.20 per hour for a fully employed wage earner to reach the poverty line; and,

WHEREAS, the minimum wage has not kept up with the cost of living, nor the average wage, and one out of five black workers are at the minimum wage; and,

WHEREAS, seventy percent of the 6.7 million who receive a minimum wage are aged 20 or older; and,

WHEREAS, raising the minimum wage would reduce the tax burden by reducing the number of persons on the welfare rolls;

NOW THEREFORE BE IT RESOLVED, that the NAACP call on the Reagan Administration to review the minimum wage at least biannually to keep the minimum abreast of the changes in the cost of living so that anyone at the minimum wage level will not be in a declining state of living as prices increase;

BE IT FURTHER RESOLVED, that the NAACP call on the Congress to adjust the minimum wage to a rate which will allow wage earners to stay above the poverty line.

4. Displaced and Dislocated Workers

WHEREAS, a competitive society is one that affords each citizen the opportunity to live a productive life; and,
WHEREAS, employment is the backbone of a competitive economy; and,

WHEREAS, the changes in the American economy have led to a high number of displaced and dislocated workers, currently estimated a 1.5 million persons; and,

WHEREAS, the nature of work in our economy is changing and our workforce is not being prepared to be contributing members thereof;

NOW THEREFORE BE IT RESOLVED, that the NAACP direct its branches to examine how this change in the nature of work in our economy will impact on displaced and dislocated workers in general, and the black community in particular; and,

BE IT FURTHER RESOLVED, that the convention call on the NAACP Labor Department to prepare and disseminate information to branches which include descriptions of programs that have been successfully implemented in local communities to help displaced and dislocated workers become fully employed; and,

BE IT FINALLY RESOLVED, that we call on the NAACP to work to ensure that the United States Department of Labor and other appropriate agencies monitor the funds being appropriated by the Congress as part of the "competitiveness" package for retraining displaced and dislocated workers be spent on training workers for jobs that will actually exist in the year 2000 and beyond.

POLITICAL ACTION

1. Monitoring Voting Records

WHEREAS, some public officials are not responsive to the concerns of black citizens; and,

WHEREAS, accurate information on voting records and policies of such officials is the basis whereby citizens can hold public and other officials accountable;

NOW THEREFORE BE IT RESOLVED, that all units of the NAACP research and disseminate the voting and policy records of public officials in their home communities on major issues of concern of black Americans.

2. Universal Voter Registration

WHEREAS, numerous American citizens across the Nation, eligible to participate in the election process, fail to register as a result of access barriers; and,

WHEREAS, legislation is being proposed in both Houses of the Congress to implement a mail registration process for federal elections to assist in alleviating such barriers;
NOW THEREFORE BE IT RESOLVED, that the NAACP support the concept of universal registration;

BE IT ALSO RESOLVED, that the NAACP direct its Washington Bureau to work to ensure that any legislation proposed to address the problem of access barriers, be geared toward state mail registration with financial support from the Federal government for local, state, and federal elections, thereby implementing registration across the Nation;

BE IT FINALLY RESOLVED, that the NAACP sees to it that any provisions in such legislation regarding "purging the rolls" does not result in a disproportionate impact on blacks.

3. Voter Participation Among Black Youth

WHEREAS, black citizens under the age of 25 years continue to maintain the lowest registration level despite the dramatic gains in voter registration among black citizens; and,

WHEREAS, black youth between the ages of 18 and 25 were the lowest voting group (35.8%) casting a vote in the 1984 election; and,

WHEREAS, the NAACP is deeply concerned with increasing awareness and participation among this target age group;

NOW THEREFORE BE IT RESOLVED, that all units of the NAACP are directed to develop extensive voter registration, voter education and get-out-the-vote campaigns in their local communities to stimulate full participation by black youth in the political process.

4. Encouraging Blacks To Seek Political Office

WHEREAS, despite significant victories in the past, black citizens still hold fewer than 1.5% of all elective offices in the United States; and,

WHEREAS, black citizens constitute almost eleven (11%) percent of this Nation's total voting age population; and,

WHEREAS, the rate of growth in the number of black elected officials has slowed dramatically since 1976; and,

WHEREAS, between 1970 and 1976, the average rate of growth was 18.2 percent, but since 1976 it has only been 4.9 percent;

NOW THEREFORE BE IT RESOLVED, that NAACP local units are directed to encourage black citizens to seek elective office;
BE IT FURTHER RESOLVED, that the Voter Education Department is directed to provide supportive assistance to local units with "how to" information on nonpartisan campaign activities and education and training information on campaigning.

5. Voter Action in the South

WHEREAS, fifty-three (53%) percent of the Nation's black population resides in the southern states; and,

WHEREAS, sixty-three (63.8%) percent of the Nation's black elected officials are in such southern states; and,

WHEREAS, the potential for increasing the number of black elected officials and overall black political empowerment is evident; and,

WHEREAS, many persons are elected to public office who are hostile to the interests of black Americans in state, federal, and local districts where there is a substantial black voting-age population;

NOW THEREFORE BE IT RESOLVED, that the NAACP target key districts for expanded voter registration/education, get-out-the-vote activities to ensure increased opportunities for black political empowerment;

BE IT FINALLY RESOLVED, that the NAACP direct its Voter Education Department to develop a campaign, strategies, and materials to achieve this objective.