



A NATIONAL URBAN LEAGUE PUBLICATION

MAIN ST. MARSHALL PLAN

From Poverty to Prosperity

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A MESSAGE FROM NATIONAL URBAN LEAGUE PRESIDENT AND CEO MARC H. MORIAL:



It is time for the nation to treat its urban communities and cities as the jewels that they are. Our cities and urban communities are the economic drivers of the nation. They are where our great universities are situated, where our great cultural institutions exist, the center of the hopes, aspirations, and diversity of our nation. They define America to the world. We are inspired by this undeniable reality to propose a comprehensive plan to rebuild and accelerate the growth of America's urban communities and its people – and by doing so, we accelerate the growth and progress of the nation as a whole.

History teaches us some powerful lessons. Nearly 70 years have passed since the post-World War II economic recovery initiative known as the Marshall Plan spurred the fastest period of growth in European history. Industrial and agricultural production skyrocketed. The poverty and starvation of the immediate postwar years disappeared, and Western Europe embarked upon an unprecedented two decades of growth that saw standards of living increase dramatically.

In the intervening years, the National Urban League has sought to replicate that economic success story in America's impoverished inner cities. Whitney M. Young, who served as executive director from 1961 to 1971, first proposed a domestic Marshall Plan in 1964. Many elements of his plan, which called for \$145 billion in spending over 10 years, were incorporated into President Lyndon B. Johnson's War on Poverty legislation.

Enthusiasm for the social safety net waned over the 1970s and 1980s, however, in the 1990 edition of the State of Black America, National Urban League President John Jacob again called for an urban Marshall Plan. "America can't compete if she continues to warehouse a significant proportion of her work force in poverty and ignorance," he said. "And she cannot compete without investing in human resources."

In 2016, in recognition of the 40th anniversary of the State of Black America, the National Urban League reiterated the need for a bold and comprehensive plan to lift urban communities out of poverty and stimulate their economic growth, and embark on the development of the Main Street Marshall Plan.

African Americans were disproportionately battered by the Great Recession and have benefited least from the fragile economic recovery that followed. The Black unemployment rate remains double the rate for whites. Black Americans continue to lag behind in wealth, income and homeownership, and across all educational levels.

The Main Street Marshall Plan: From Poverty to Shared Prosperity is a forward-leaning investment of \$4 trillion over 10 years - \$2 trillion for physical infrastructure such as roads, bridges and buildings, and \$2 trillion for human development, such as education, job training and health insurance. The Main Street Marshall Plan is aimed not only at combating poverty but at promoting equality and eliminating disparities.

America must unite behind policies that drive economic recovery not only for African Americans but for urban communities and all low-income and working class Americans.

What follows is an executive summary of the Main Street Marshall Plan. The full detailed whitepaper is available at www.stateofblackamerica.org.

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JOBS AND ECONOMY

The United States economy has emerged from the depths of the Great Recession in an impressive fashion; approximately 11.3 million jobs have been added, with unprecedented job growth for 75 consecutive months. Yet African-American unemployment, at 8.1%, remains nearly twice the white unemployment rate of 4.1%, a situation which has been true for far too long, particularly among youth ages 16-24.

RECOMMENDATIONS

- Dramatically increase funding for job training and the Workforce Innovation and Opportunity Act, target funding to adult re-entry, and youth and older workers workforce training programs administered through national and regional intermediary community-based organizations, as well as municipal governments.
- Enact a comprehensive summer youth employment initiative which creates five million paid summer jobs for urban, suburban and rural youth.
- Enact comprehensive apprenticeship programs which provide opportunities across all economic sectors for youth and young adults.

Enact a comprehensive infrastructure initiative that rebuilds the nation's roads, bridges, rails, water systems, parks, community facilities, affordable housing and broadband. Such an initiative should maximize public investment and leverage private dollars to create millions of jobs, as well as business opportunities for American-based businesses both large and small. Such an infrastructure initiative should meet three conditions:

- a. Maximized opportunities for minority- and women-owned businesses
- b. A workforce development and job training program to bring millions of youth and young adults into the construction industry for the first time
- c. Investments in schools, libraries, community centers, recreation facilities, parks, housing and broadband internet access

... and represent a forward-leaning 21st century.

- Enacting a federal living wage of \$15 per hour, indexing future increases to inflation. Absent federal legislative action to increase the federal minimum wage, states and municipalities should continue their efforts to increase the minimum wage in their jurisdictions to a living wage.
- Reauthorizing and expanding the Earned Income Tax Credit.

SMALL BUSINESS & ENTREPRENEURSHIP

Entrepreneurship and minority businesses are critical to the future well-being of America, to its economic survival, and to maintain global competitive advantage:

According to the SBA's Office of Advocacy, in 2012, eight million minority-owned businesses (Black, Hispanic, Asian, and American Indian) contributed \$1.38 trillion in revenue and 7.2 million jobs to the economy. During the economic recession – from 2007 – 2012 – a net two million minority-owned businesses were created, while a net one million non-minority-owned businesses closed.

Despite this, MBEs have failed to realize their full economic potential. Although census data shows that Black-owned businesses are growing in number at a faster rate than for any other group:

- 97% of Black-owned businesses had annual receipts greater than \$250,000 per year
- 85% of Black-owned businesses had greater than 10 employees
- Black-owned businesses generate 43 cents on the dollar compared to white-owned firms

RECOMMENDATIONS

A. INCREASE ACCESS TO CAPITAL FOR SMALL, MINORITY- AND WOMEN-OWNED BUSINESSES

- Expand public and private support for community development financial institutions (CDFIs) who lend to small, minority- and women-owned businesses.
- Reform and expand incentives for private equity, hedge funds and asset managers to increase capital made available to small, minority- and women-owned businesses.
- Enforce federal requirements that mandate federal departments to increase contracting and procurement opportunities for small, minority- and women-owned businesses.
- Reform the SBA in order to increase access to capital for small, minority- and women-owned businesses.
- Maintain the provisions of the Protecting Americans from Tax Hikes Act of 2015 (the PATH Act) and support a permanent authorization and expansion of New Market Tax Credits.
- Protect the provision within the Dodd-Frank Wall Street Reform and Consumer Protection Act that requires banks to gather information about applicants for commercial loans so that fair lending laws may be enforced and community development needs and opportunities of women-owned, minority owned, and small businesses may be identified.
- Increase funding for the Economic Development Administration and the Minority Business Development Agency.
- Promote and expand public-private partnerships like the National Urban League Entrepreneurship Centers model and the Goldman Sachs 10,000 Small Businesses

- Reform credit scoring models so that qualified small business owners have the opportunity to access affordable and sustainable business capital.
- Continue funding for community development financial Institutions.
- Expand micro lending and revolving credit/receivables financing vehicles tailored for small businesses.
- Reduce regulatory burdens on community banks and minority-owned banks.
- Decrease requirements for collateral so that qualified small business owners have the opportunity to access affordable and sustainable business capital.
- Promote online lending platforms that have been vetted for price gouging and crowdfunding vehicles that are trustworthy.
- Incentivize large banks to partner with Black-owned banks.
- Increase the number of American businesses that have viable and effective supplier diversity initiatives.

B. IMPROVE FINANCIAL LITERACY OF SMALL BUSINESS OWNERS

- Promote entrepreneurial education programs through Small Business Administration and Minority Business Development Agency.
- Continue federal funding for non-profit technical assistance programs such as the National Urban League Entrepreneurship Center Program.
- Establish a permanent minority small business technical assistance fund so that minority small businesses receive the technical assistance they need from trusted nonprofits.

C. ELIMINATE DISCRIMINATORY PRACTICES AND EXPAND OPPORTUNITIES FOR MINORITY-OWNED SMALL BUSINESSES

- Protect the provision in the Dodd-Frank Wall Street Reform and Consumer Protection Act which mandates establishment within all covered departments of the Office of Minority and Women Inclusion.
- Streamline the SBA's Business Development Program and other government certification processes so that qualified small business owners have the opportunity to access government contracts.
- Increase procurement goals and set-asides so that qualified small business owners have the opportunity to access government contracts.
- Permanently eliminate SBA loan fees so that small business owners have the opportunity to access SBA loans.
- Allow trusted nonprofits to become SBA micro loan lenders, in less than one year.
- Reauthorize Export-Import Bank so that American small businesses have the opportunity to do business overseas.
- Increase state and municipal procurement goals and set-asides so that qualified small business owners have the opportunity to access government contracts.

EDUCATION & CHILDREN

In the United States, public education is the major common system we offer families, children, and young people for equalizing opportunity. The United States is unique among developed nations in offering pre-K through post-secondary systems of public schools and institutions that are open to all students. But the nation's institutions have struggled to provide not only equitable access to high-quality settings, teaching and opportunity, but also excellence to all students despite where they live, their background, or the amount their parents earn. In too many cases, community and family income are all too accurate predictors of the kinds of educational investments and outcomes students, families and communities can expect.

However, the National Urban League is still convinced of the power of education as the “great equalizer.”

RECOMMENDATIONS

A. DEEPEN AND EXPAND THE INVESTMENT IN PUBLIC EDUCATION

- Double Title I funding and prevent the funds from evolving into a block grant, so that students, communities, and schools receive adequate funding to produce better college and career outcomes.
- Increase funding for Student Support and Academic Enrichment Grants to \$1 billion dollars, so that states and districts can provide students with a well-rounded education, strengthen school conditions for learning, and improve the effective use of technology in education.
- Fully fund the Hawkins Centers of Excellence program, which would provide grants to minority-serving institutions that prepare teachers to improve their programs, and increase the number of minority teachers in the profession.

B. EVERY CHILD GETS A GREAT EARLY START

- Increase funding for the Head Start program to \$10 billion so all eligible families can access it.
- Expand the ESSA pre-K program, so that every child has access to a high-quality, full-day pre-K program.
- Professionalize the early childhood and child care workforce by encouraging career lattices for current childcare workers, certification and salary increases in the field.

C. PLACE CREDENTIALS, CAREERS AND COLLEGE DEGREES WITHIN REACH FOR ALL

FEDERAL

- Reauthorize the Higher Education Act with an emphasis on driving innovation, addressing student loans and student debt, accountability and supporting low-income and first-generation student access, attainment and completion.
- Reauthorize the Carl D. Perkins Career and Technical Education Act with \$1 billion dollars in funding supports for CTE innovation, building rigorous and high-quality 21st century career and technical education coursework, content, standards, professional development and student pathways.
- Invest \$60 billion over 10 years to make community college free for any student, or the first two years free for a low-income student at a Historically Black College or University (HBCU) or another Minority-Serving Institution (MSI).
- Invest \$40 million in an HBCU and MSI Innovation for Completion Fund, which would provide funds to increase the number of low-income students and students of color completing degrees at HBCUs and MSIs.
- Invest \$6 billion dollars over a decade to reward colleges of any type that successfully enroll and graduate a significant number of low-income students on time.
- Reform the Pell Grant Program, including doubling the national investment and adjusting grants to the Consumer Price Index plus 1%. Trigger the maximum award for students who receive means-tested benefits and eliminate the need to reapply every year.

STATE / COUNTY / LOCAL

- Develop innovative and rigorous career and technical education coursework, teacher training, content, apprenticeships, pathways, professional development and credentialing linked to workforce/industry needs and trends.
- Double expenditures in college and career readiness for middle and high school students.
- Create multi-sector and multi-stakeholder commissions to develop plans for improving career and college readiness.

D. BECOME BETTER INFORMED FOR BETTER STUDENT OUTCOMES

FEDERAL

- Increase funding for the Statewide Longitudinal Data Systems Grant, with priorities for states that incentivize systems that protect student data, makes data easier to access for states that align their K-12 education data systems with early childhood, higher education, public health, workforce development and other data systems.
- Increase funding for the Integrated Postsecondary Education Data System to improve postsecondary data collection and accuracy.
- Publish the Civil Rights Data Collection annually, make the website easier to navigate and simplify the ability to create charts and analyze data.

STATE / COUNTY / LOCAL

- Develop “Ready to Succeed” indicators to measure the impact of strategies, investments, supports and opportunities on college and career readiness, student learning and student achievement.
- State departments of education and school districts should require better data collection and public reporting about resource equity, including human, financial, curricular, technological, out of school time and instructional resources:
- Create pilot programs to improve the graduation rates of non-traditional students. These programs would select higher education institutions that serve a large number of such students and identify innovative approaches—including those that improve the enrollment intensity of non-traditional students to promote on-time degree completion.
- Initiate statewide and regional innovation taskforces to consider the needs of future students, business, and industry and determine the investments that must be made to provide students with 21st century skills, attitudes and aptitudes.

E. GREAT TEACHERS, LEADERS AND CONTENT IN ALL SCHOOLS AND EDUCATION SETTINGS

FEDERAL

- Continue investments in the ConnectED program so that all students have access to high-speed internet via schools and libraries by 2018.
- Invest \$4 billion dollars over three years for a new Computer Science for All program to support states and districts in expanding access to computer science instruction and provide other learning opportunities in computer science.
- Provide \$500 million dollars for the Invest in Innovation program to drive innovation in education across the full set of P-16 settings and content areas. Funds should also be dedicated to research the efficacy, utility and equity of school and educational models before they are brought to scale.

STATE / COUNTY / LOCAL

- Qualified, effective, and credentialed teachers must be equitably distributed and dedicated professional development provided that supports innovation, leadership, and teacher collaboration and student success.
- Develop definitions, guidance and support for culturally responsive P-16 teaching and leadership, and provide additional funding for effective and widespread implementation.

F. MORE TIME AND OPPORTUNITIES TO LEARN

FEDERAL

- Invest \$1 billion dollars annually towards TRIO programs and evidence-based college and career readiness programs.
- Double the 21st Century Community Learning Center grant allocation to \$2.3 billion, so that additional students benefit from out-of-school time investments.
- Double Community Service Block Grant (CSBG) funds to \$1.4 billion to improve state and community youth outcomes.

STATE / COUNTY / LOCAL

- Invest in learning opportunities that expand the school day and year via targeted partnering, integrating new curricula and educational approaches, technology and professional development.
- Provide adequate resources for evidence-based expanded day/year, positive youth development and out-of-school time programming and enrichment for students to exist in each district and school.

G. SAFE AND HEALTHY LEARNING ENVIRONMENTS

FEDERAL / STATE / COUNTY / LOCAL

- Invest \$500 million to eliminate the school-to-prison pipeline and all attendant policies and procedures that undergird it.
- Prioritize social and emotional learning supports, practices and professional development, including for students with special needs and newcomer students, in pursuit of better student outcomes.
- Eliminate zero-tolerance discipline policies and the use of suspensions, expulsions, restraints, exclusion and corporal punishment in school settings.
- Invest in positive behavioral interventions and response to intervention to replace current school discipline policies.
- Replace school resource officers with school counselors, social workers and other health, wellness and social service professionals.
- Increase funding for the Youth Mentoring program in the Department of Justice to \$120 million.
- Enforce civil rights laws to protect sexual assault victims throughout the P-16 system.

AFFORDABLE HOUSING, HOMEOWNERSHIP & ASSET BUILDING

Homeownership is the American Dream. Our nation has embraced this dream since the National Housing Act of 1949 made “a decent home and a suitable living environment for every American family” a goal of national policy. However, since the Great Recession, the national homeownership rate has been declining – and for African Americans and other people of color – the loss of home equity and intergenerational wealth through foreclosures represents an historic event. Reversing this trend is vital to American families, to communities, and to our national economy.

RECOMMENDATIONS

A. **EXPAND ACCESS TO AFFORDABLE & SUSTAINABLE HOMEOWNERSHIP**

FEDERAL

- Maintain the explicit government-backed guarantee that preserves the 30-year mortgage and provides broad access to the conventional housing market to creditworthy borrowers of all races and socioeconomic backgrounds.
- Retain and strengthen the affordable housing goals. The goals must “lead the market” to ensure underserved communities have representative access to affordable housing.
- We must formally integrate housing counseling into the mortgage application process to ensure borrowers are educated and informed about the home buying process. This will help homeowners save money, discourage steering practices and limit loan defaults. Further, housing counseling should be viewed as a compensating factor in underwriting decision-making.
- Expand and strengthen the Section 8 Housing Voucher Program.

STATE/COUNTY/LOCAL

- Preserve the Low Income Housing Tax Credit Program.
- Promote inclusionary zoning policies and limit exclusionary zoning policies.
- Create incentive programs for developers to deliver affordable housing for middle-income families including police officers, firefighters, teachers and other civil servants.

STATE/COUNTY/LOCAL

- Conventional loans should be priced according to the risks in the market. Accordingly, with the advent of qualified mortgages, credit risk transfers, and housing counseling, among other safeguards in the system, guarantee fees should be lowered.

B. **SUPPORT A ROBUST “HOMEBUYERS’ BILL OF RIGHTS”**

FEDERAL

- Preserve, protect and champion the Consumer Financial Protection Bureau.
- Reform credit scoring models and down payment requirements so that all qualified borrowers have access to affordable mortgages.

- Aggressively leverage the Consumer Financial Protection Bureau’s mortgage servicing and “Know Before You Owe” rules, its updated Home Mortgage Disclosure Act disclosures, and the Supreme Court’s affirmation of the use of the disparate impact theory in Fair Housing Act cases in order to limit the predatory and abusive practices that permeated the industry during the subprime boom.
- Support expansion of efforts similar to HUD’s Homeowners Armed with Knowledge (“HAWK”) program, which gives borrowers incentive to participate in HUD-approved housing counseling services.
- Develop a better understanding of non-traditional credit indicators. Rent and utility payments, among other recurring remittances that reflect creditworthiness that are not included in FICO scores, should be factored into a new credit scoring model and risk-based pricing rubric.

INDUSTRY

- Housing counseling should be used as a compensating or risk-mitigating factor, allowing borrowers who do not have the requisite credit score, down payment, or debt-to-income ratio to access the traditional housing market.
- In light of the specter of significant and draconian cuts to the federal budget, National Intermediaries should be the focus of private sector investment (training, capacity building, fee-for-service counseling) supporting the homebuyer and consumer protections.

C. REAFFIRM HUD’S ROLE IN EXPANDING ECONOMIC AND SOCIAL OPPORTUNITIES FOR URBAN AMERICA

FEDERAL

- Increase funding for the Choice Neighborhoods Initiative to \$1 billion per year
- Review and modernize the formula for Community Development Block Grant funding to states and localities by including more precise measures of community need, such as the extent of poverty, population, housing overcrowding, age of housing, and population growth lag in relationship to other metropolitan areas.
- Restore HOME funding to \$2 billion per year
- Enact the Affordable Housing Credit Improvement Act, introduced by Senators Cantwell (D-WA) and Hatch (R-UT), which would both expand and improve the Low-Income Housing Tax Credit program.
- Pass Child Savings Accounts into law so that every child has the opportunity to save for his/her future tax free.
- Extend and expand the Earned Income Tax Credit and Child Tax Credit to ensure low- and moderate-income Americans have a leg up.

STATE/COUNTY/LOCAL

- Increase the annual Housing Credit allocation authority by 50%.
- Encourage Low Income Housing Tax Credit eligibility for mixed-income housing developments.

INDUSTRY

- Identify and mobilize key institutional influencers and other actors in the housing development ecosystem to evangelize the historical efficiency and effectiveness of the Low-Income Housing Tax Credit (LIHTC) program as the prevailing incentive structure for the utilization of private equity in the development of affordable housing aimed at low-income Americans.

HEALTH

Access to high-quality healthcare saves and prolongs lives, and helps millions become more economically stable and productive. Peace of mind spurs American ingenuity and excellence. African Americans face significant health challenges and disparities relative to other ethnic groups in the United States. Limited access and utilization of health care services place an immense burden on the social and economic realities that are central to their existence and ability to thrive in society. The overwhelming incidence among African Americans of preventable chronic diseases such as diabetes, stroke, heart disease, and cancer not only contributes to high morbidity and mortality rates but also threatens the survival of healthy families. In nearly all measures and indicators of health, African Americans lag behind their white counterparts. In a study on racial and ethnic disparities, it was suggested that African Americans overall suffered 40.5% more deaths that year than would have been expected if they were Caucasian.

RECOMMENDATIONS

A. *INVEST IN COMMUNITY HEALTH AND HEALTH EQUITY*

FEDERAL

- Protect and strengthen the Affordable Care Act.
- Encourage more states to expand Medicaid by fully funding
- Develop a \$1 billion Investing in Health Equity Fund that drives innovation, research and matches state and local funds designated to address the social determinants of health.
- Double investments in the Community Health Center Fund and health centers program.
- Fund community-based efforts to enroll and educate first-time health insurance recipients.
- Fully fund the Medicaid, Medicare and Children's Health Insurance Program and reject all efforts to transform them into block grants.
- Improve maternal health by funding the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) at \$8 billion.
- Cover doula and midwife care under Medicaid.
- Enact and fully fund the Health Equity and Accountability Act.
- Invest \$1.5 billion in the HIV/AIDS Prevention and Related Programs at the Centers for Disease Control with at least \$822 million allocated to fight against HIV/AIDS.
- Invest at least \$120 million in Racial and Ethnic Approaches to Community Health (REACH).
- Fund the Office of Minority Health for \$150 million and ensure that this department within the Department of Health and Human Services (HHS) is fully staffed with culturally competent professionals.

STATE / COUNTY / LOCAL

- Double funding across all states for programs that prevent sexually transmitted diseases and increase access to high-quality reproductive health care.
- Create incentives for more doctors to accept Medicaid, particularly in states with a high percentage of Medicaid recipients and a lower percentage of doctors that accept Medicaid.
- Build and sustain community health centers and hospitals—particularly in areas that the federal, state or county government has designated a health professional shortage area.
- Subsidize health entrepreneurs that seek to bring high-quality medical services, supports and information to hard-to-reach communities.
- Increase investments in the community health worker model in order to improve health outcomes and health literacy among communities of color, low-income communities and other vulnerable communities.
- Create a standardized professional and public funding requirement for continuous cultural competency training in health care settings, not just for doctors and nurses, but for all health professionals and staff that provide services.
- Encourage employers to create more family-friendly policies and supports for their employees, including paid health and family leave.
- Commit \$250 million to fund targeted high-quality health care supports and solutions for vulnerable populations, including, veterans, seniors, youth in foster care, seniors and the newly insured.

B. ELIMINATE FOOD INSECURITY

FEDERAL

- Fund the Supplemental Nutrition Assistance Program at \$90 billion.
- Eliminate food deserts by increasing access to healthy, affordable, fresh foods via the Supplemental Nutrition Assistance Program and other avenues.
- Fully fund the Emergency Food Assistance Program, the Commodity Supplemental Food Program, the Child and Adult Care Food Program, the National School Lunch Program, the School Breakfast Program and the Summer Food Service Program.
- Refine the poverty guidelines and eligibility categories that drive access to supports and services in order to adequately identify the needed resources, available assistance and the scope of the issue nationally.

STATE / COUNTY / LOCAL

- Encourage businesses that serve food to reduce waste and provide leftover or damaged food to those in need.
- Develop measures and indicators that more accurately reflect food insecurity based upon poverty, unemployment, underemployment, education and language barriers, not solely upon the federal poverty threshold, which underestimates food insecurity.
- Invest \$10 million in each state in order to conduct community mapping projects in vulnerable communities in order to understand the health and social determinant issues related to food insecurity in a multi-disciplinary manner.

C. ADDRESS SUBSTANCE ABUSE

- Dedicate \$2 billion for substance abuse, support and prevention programs, which expand access to treatment for individuals that are affected by substance abuse—including opioids, illicit substances and prescription drug abuse. These funds could also be used to decriminalize substance abuse in states and communities.

D. BECOME BETTER INFORMED FOR BETTER HEALTH OUTCOMES, QUALITY AND ACCESS

- Fund the HHS to allow for the inclusion of additional socioeconomic, gender, racial and ethnic data in all future marketplace and Medicaid reports. Funding should also be provided so that the HHS can properly encourage reporting of similar data in their state, county and local reports.
- Across all states, invest \$2 billion in technology and in the development of aligned data systems that better secure individual medical records and advance privacy as a guiding principle, while facilitating greater public access to aggregate data. This will allow stakeholders to better determine the right set of investments supports and strategies, assess progress, measure impact and hold health systems and officials accountable for improving health outcomes and reducing health disparities.
- Provide incentives to entities that are building tele-health solutions for hard-to-reach communities in an inclusive and culturally competent manner.
- Ensure that websites created to provide health literacy are compatible on mobile devices and computers, regardless of operating systems.

JUSTICE, VOTING & CIVIC ENGAGEMENT

POLICE ACCOUNTABILITY

In the wake of highly-publicized police shootings of unarmed young Black men that sparked widespread protest and eroded public trust in law enforcement, the National Urban League promoted a 10-Point Plan for Police Reform and Accountability. The plan was submitted to the President's Task Force on 21st Century Policing.

RECOMMENDATIONS

1. Widespread Use of body cameras and dashboard cameras
2. Broken Windows Reform and Implementation of 21st Century Community Policing Model
3. Review and Revision of Police Use of Deadly Force Policies
4. Comprehensive Retraining of All Police Officers
5. Comprehensive Review and Strengthening of Police Hiring Standards
6. Appointment of Special Prosecutors to Investigate Police Misconduct
7. Mandatory, Uniform FBI Reporting and Audit of Lethal Force Incidents Involving All Law Enforcement
8. Creation and Audit of National Database of Citizen Complaints against Police
9. Revision of National Police Accreditation System for Mandatory Use by Law Enforcement To Be Eligible for Federal Funds
10. National Comprehensive Anti-Racial Profiling Law

VOTING

The right to vote is one of the most fundamental of our democracy. Our goal as a nation must be first and foremost to ensure that every eligible voter can exercise the right to vote and have that vote counted. We don't have a voter fraud problem – we have a voter suppression problem. Since the Supreme Court's 2013 decision in *Shelby County v. Holder* that gutted the heart of the Voting Rights Act, states have and continue to introduce and enact laws that are discriminatory and suppress voter turnout, such as requiring an ID or proof of citizenship to vote, limiting early voting, changing or closing polling places without adequate notification to voters causing long lines and taking hours to vote, and gerrymandering congressional districts.

Voter suppression tactics have no place in our country – no matter the state, city, or town – and must be vigorously opposed. The right to vote is not a tool to be manipulated for political gain, but one that should expand and enhance our democratic process – as each constitutional voting amendment has achieved since the 15th amendment.

RECOMMENDATIONS

- Restore the Voting Rights Act.
- Modernize the nation's voting system.
- Protect voters from deceptive and discriminatory practices, suppression and intimidation.

CRIMINAL JUSTICE REFORM

The United States has 5% of the world's population, and 25% of the world's prison population. These high incarceration rates cost U.S. tax payers \$80 billion a year. The American prison industrial complex isn't just expensive – it is devastating for families and communities of color who are disproportionately impacted. Sentencing policies, implicit racial bias, and socioeconomic inequity contribute to racial disparities at every level of the criminal justice system. Today, people of color make up 37% of the U.S. population but 67% of the prison population. Overall, African Americans are more likely than white Americans to be arrested; once arrested, they are more likely to be convicted; and once convicted, they are more likely to face stiff sentences. Black men are six times as likely to be incarcerated as white men and Hispanic men are more than twice as likely to be incarcerated as non-Hispanic white men.

RECOMMENDATIONS

- Identify and enact policies directed toward reducing the federal and state prison populations.
- Eliminate mandatory minimum sentences and increase judicial discretion through bipartisan legislation such as the Smarter Sentencing Act and the Justice Safety Valve Act.
- Pass the End Racial and Religious Profiling Act as introduced in the U.S. Senate or the End Racial Profiling Act as introduced in the House of Representatives.
- Eliminate the incentive to incarcerate through the use of private prisons

LGBT RIGHTS

As Martin Luther King, Jr., wrote in his Letter from Birmingham Jail, "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." LGBT people, particularly people of color, face higher rates of joblessness, lower wages, and higher rates of poverty than their heterosexual counterparts. Discrimination against LGBT people leads to vast socioeconomic inequalities.

RECOMMENDATIONS

- Amend the Civil Rights Act of 1964 to include protections that ban discrimination on the basis of sexual orientation, gender identity, and sex in the areas of employment, housing, public accommodations, public education, federal funding, credit, and the jury system.
- Pass the Employment Non-Discrimination Act to prohibit discrimination in hiring and employment on the basis of sexual orientation or gender identity.
- Require public schools receiving federal funding to adopt anti-bullying policies that explicitly include LGBT students.
- Oppose legislation that purports to protect religious liberty at the expense of others' rights.

JUDICIAL NOMINATIONS

The United States is more diverse than ever, but people of color remain underrepresented on the judicial bench. White males are overrepresented on state appellate benches by a margin of nearly two-to-one. Judicial diversity is crucial to establishing a fairer justice system at the federal, state and local level.

RECOMMENDATIONS

- Increase strategic recruitment. The first step in ensuring a diverse applicant pool is making sure that an open judicial seat is widely advertised and that all candidates are welcomed to apply.
- Address diversity in state statutes regarding judicial appointments.
- Train nominating commissions to recruit and nominate effectively, with clear standards and appropriate training.
- Appoint state and local diversity compliance officers or ombudsmen to monitor diversity levels and improve outreach efforts.
- Create diverse nominating commissions by statute.

NATIONAL URBAN LEAGUE AFFILIATES

AKRON, OH Akron Urban League	DETROIT, MI Urban League of Detroit & Southeastern Michigan	LOS ANGELES, CA Los Angeles Urban League	ROCHESTER, NY Urban League of Rochester
ALEXANDRIA, VA Northern Virginia Urban League	ELIZABETH, NJ Urban League of Union County	LOUISVILLE, KY Louisville Urban League	SACRAMENTO, CA Greater Sacramento Urban League
ALTON, IL Madison County Urban League	ELYRIA, OH Lorain County Urban League	MADISON, WI Urban League of Greater Madison	SAINT LOUIS, MO Urban League of Metropolitan St. Louis
ATLANTA, GA Urban League of Greater Atlanta	ENGLEWOOD, NJ Urban League for Bergen County	MASSAPEQUA, KY Urban League of Long Island	SAINT PETERSBURG, FL Pinellas County Urban League
AURORA, IL Quad County Urban League	FARRELL, PA Urban League of Shenango Valley	MEMPHIS, TN Memphis Urban League	SAN DIEGO, CA Urban League of San Diego County
AUSTIN, TX Austin Area Urban League	FLINT, MI Urban League of Flint	MIAMI, FL Urban League of Greater Miami	SEATTLE, WA Urban League of Metropolitan Seattle
BALTIMORE, MD Greater Baltimore Urban League	FORT LAUDERDALE, FL Urban League of Broward County	MILWAUKEE, WI Milwaukee Urban League	SPRINGFIELD, IL Springfield Urban League, Inc.
BATTLE CREEK, MI Southwestern Michigan Urban League	FORT WAYNE, IN Fort Wayne Urban League	MINNEAPOLIS, MN Minneapolis Urban League	SPRINGFIELD, MA Urban League of Springfield
BINGHAMTON, NY Broome County Urban League	GARY, IN Urban League of Northwest Indiana, Inc.	MORRISTOWN, NJ Morris County Urban League	STAMFORD, CT Urban League of Southern Connecticut
BIRMINGHAM, AL Birmingham Urban League	GRAND RAPIDS, MI Grand Rapids Urban League	NASHVILLE, TN Urban League of Middle Tennessee	TACOMA, WA Tacoma Urban League
BOSTON, MA Urban League of Eastern Massachusetts	GREENVILLE, SC Urban League of the Upstate, Inc.	NEW ORLEANS, LA Urban League of Greater New Orleans	TALLAHASSEE, FL Tallahassee Urban League
BUFFALO, NY Buffalo Urban League	HARTFORD, CT Urban League of Greater Hartford	NEW YORK, NY New York Urban League	TUCSON, AZ Tucson Urban League
CANTON, OH Greater Stark County Urban League, Inc.	HEMPSTEAD, NY (LONG ISLAND) Urban League of Long Island	NEWARK, NJ Urban League of Essex County	TULSA, OK Metropolitan Tulsa Urban League
CHARLESTON, SC Charleston Trident Urban League	HOUSTON, TX Houston Area Urban League	OKLAHOMA CITY, OK Urban League of Greater Oklahoma City	VIRGINIA BEACH, VA Urban League of Hampton Roads
CHARLOTTE, NC Urban League of Central Carolinas, Inc.	INDIANAPOLIS, IN Indianapolis Urban League	OMAHA, NE Urban League of Nebraska, Inc.	WARREN, OH Greater Warren-Youngstown Urban League
CHATTANOOGA, TN Urban League Greater Chattanooga, Inc.	JACKSONVILLE, FL Jacksonville Urban League	ORLANDO, FL Central Florida Urban League	WASHINGTON, DC Greater Washington Urban League
CHICAGO, IL Chicago Urban League	JERSEY CITY, NJ Urban League of Hudson County	PEORIA, IL Tri-County Urban League	WEST PALM BEACH, FL Urban League of Palm Beach County, Inc.
CINCINNATI, OH Urban League of Greater Southwestern Ohio	KANSAS CITY, MO Urban League of Greater Kansas City	PHILADELPHIA, PA Urban League of Philadelphia	WHITE PLAINS, NY Urban League of Westchester County
CLEVELAND, OH Urban League of Greater Cleveland	KNOXVILLE, TN Knoxville Area Urban League	PHOENIX, AZ Greater Phoenix Urban League	WICHITA, KS Urban League of Kansas, Inc.
COLUMBIA, SC Columbia Urban League	LAS VEGAS, NV Las Vegas-Clark County Urban League	PITTSBURGH, PA Urban League of Greater Pittsburgh	WILMINGTON, DE Metropolitan Wilmington Urban League
COLUMBUS, GA Urban League of Greater Columbus, Inc.	LEXINGTON, KY Urban League of Lexington-Fayette County	PORTLAND, OR Urban League of Portland	WINSTON-SALEM, NC Winston-Salem Urban League
COLUMBUS, OH Columbus Urban League	LITTLE ROCK, AR Urban League of the State of Arkansas, Inc.	PROVIDENCE, RI Urban League of Rhode Island	
DENVER, CO Urban League of Metropolitan Denver		RACINE, WI Urban League of Racine & Kenosha, Inc.	



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