

NOW'S RACIAL JUSTICE IMPLEMENTATION PLAN

WHEREAS, 64 percent of Americans say racism remains a problem. Within the past few years, we have seen an increase of structural racism in our systems of education, health care, lending institutions and criminal justice systems. According to a study on race relations by Pew Research Center, 50 percent of Americans feel the Trump administration has made race relations worse; and

WHEREAS, 78% of surveyed voters believe our country has not given Black people the same equal rights as Whites in America, and the painful history of slavery still affects the position of Black Americans today. Black, Latinx, and Indigenous Americans are forced to deal with racial microaggressions, bias and discrimination daily; and

WHEREAS, within the current administration, we have witnessed bills passed that have racial themes such as HR 838: Threat Assessment, Prevention, and Safety Act of 2019, which if passed would increase racial profiling and persecution of individuals assessed as threats or posing a threat of violence; and

WHEREAS, our current society disproportionately categorizes, profiles and wrongfully convicts persons of color for crimes based on subjective assessment of their character; and

WHEREAS, a late legislative session contributed to restricting voting access in five states, which included but was not limited to limiting the number of citizens who could regain voting rights, restrictions on voter registration drives and early voting; which primarily affects persons of color and marginalized individuals, that perpetuates racial injustice and contributes to structural racism within America; and

WHEREAS, the National Organization for Women (NOW) makes it our mission and commitment to dismantle systems of racism and racial injustice and our bylaws duly reflect this commitment in Article IX, Section 4 of our bylaws; which state NOW will have a permanent task force on racial justice;

THEREFORE BE IT RESOLVED, NOW condemns any systems of racism including but not limited to our federal administration, institutional racism in schools, institutions and other organizations that negatively impact persons of color globally; and

THEREFORE BE IT RESOLVED, NOW will stand in solidarity with organizers, activists and organizations that make a lifelong commitment via time, resources and activism to dismantle racial injustice, and commit to challenging our own internal structures that inadvertently and historically contribute to racism and racial injustice; and

BE IT FINALLY RESOLVED, NOW makes a lifelong commitment to dismantle racism and will implement a racial justice and equity plan to improve our organizational culture and create a safe and responsive space for all feminists and activists.