

Black Opportunity and Representation.

- The Case for “Neo-Reconstruction:” Neo-Reconstruction is an aggressive initiative meant to redress past wrongs systematically imposed on Black Americans economically throughout many generations, wrongs that have had a severe negative impact on African-Americans both economically and educationally. The specific case and plan for Neo-Reconstruction is presented later in the document. A commission will immediately be formed and empowered to quickly put the plan into action. Separately, a plan will also be devised to make Native Americans whole within the same timeline. Black Americans will be compensated for the value of work contributed by their ancestors while Native Americans will get back the true value of land promised to them in various treaties. For Black Americans to be eligible, they must provide documentation proving their descent from at least one enslaved person. They must also prove they have identified as Black or African American for at least 10 years prior to the institution of the reparations program.
- Affirmative action for all secondary schools, colleges, and universities public and private. Black enrollment must meet or exceed the percentage of the Black population nationwide (13.4%). In addition, if the Black population in the county the school is located in is greater than 13.4%, the enrollment must be increased to that higher percentage. However, 25% Black enrollment will satisfy the county requirement if the school can prove they are a “national” school with less than 30% enrollment from the state in which the school is located. The same guidelines that apply to students will also apply to faculty. In the case of schools not deemed “national” which are in counties/States where the Black population is less than 13.4% (i.e., Idaho, Montana, etc.), the percentage required can be decreased down to a minimum of 5%. For clarity, enrollments of Black Americans greater than the minimum thresholds required is always permitted.
- Local funding for schools will be determined by an equal per student fund for all schools throughout the state. There is also extra funding for disabled and disadvantaged students. Change source of funding from property taxes to per student in line with the practice of most advanced nations. Otherwise, poor communities suffer from underfunding perpetuating the cycle of poor education.
- Mandatory civil rights and anti-racism classes in all elementary schools. Black scholars will write the textbooks and curriculum adopted for these classes. Institute the Black History 365 curriculum. (African history highlighting the civilizations of Mali, Ghana, Songhai, Egypt, Ethiopia, Nubia, Zimbabwe, and others are incorporated into all schools’ World History or “Social Studies” curriculums).
- Black representation on all government civil rights investigative bodies.
- Reform Gerrymandering. Districts cannot be designed to minimize the impact of the Black vote.
- More polling sites in minority and Black neighborhoods so that the number of polling stations provides equal access to Black voters as they do in White and other communities. Lack of access violates the 1965 Voters Rights Act, and the Act should be amended to give it more teeth since it is currently not working.
- “Juneteenth” to become a federal holiday.
- Equal health care facilities in all neighborhoods regardless of demographics.
- A formal admission and apology to Black Americans for past wrongs.

Massive Bank Lending and Finance Reform.

While capitalism is a good system, it requires capital to participate. For decades, Black and Jewish people and neighborhoods (considered “hazardous”) were entirely, or largely, denied loans through the unscrupulous banking practice known as “redlining”. While “redlining” was made illegal in 1968 with passage of the Fair Housing Act, and then again with the 1977 Community Reinvestment Act (CRA), statistics show the perpetuation of de facto redlining in many of the same communities, most notably Black communities, still exists. Studies consistently show Blacks are denied access to lending in roughly the same percentages as before the Acts passage. The result is White families have nearly 10x the net worth of Black families today. As an example, even when Black families get home mortgages, nearly 20% pay on average 1.5% points above the average offer to Whites. And although the Black population is roughly 13.4% of the nation, approximately only 3% of loans and credit are given to Black people whether for credit cards, home mortgages or Black-owned businesses. In addition, only 1% of banks are Black-owned or led. Rates on Black loans federally and from banks to be same average rates as Whites. For qualified Black Americans, Federal Reserve to allow a one-time interest free loan for home ownership. Federal Reserve currently provides corporations with free or 1% loans and is flooding market with liquidity. Instead of it all going to prop up the stock market, help create Black family wealth through property ownership. Federal Reserve to adopt a view employing Modern Monetary Theory with the goal of maximizing employment, housing, and educational opportunities, as well as improving quality of living for Black and poor Americans. Spending will be constrained only when ACTUAL inflation appears. Federal plan of “Baby Bonds” proposed by Darrick Hamilton will provide every child born into lower-wealth families with accounts that will start with \$1,000 and would continue to funded by the government based on family wealth up to \$46,500 as proposed by Senator Booker and Representative Pressley. Accounts to be managed by the Treasury and use of funds restricted to asset enhancing actions such as buying homes, starting businesses and funding education. Rates on Black loans federally and from banks to be same average rates as Whites. For qualified Black Americans, Federal Reserve to allow a one-time interest free loan for home ownership. Federal Reserve currently provides corporations with free or 1% loans and is flooding market with liquidity. Instead of it all going to prop up the stock market, help create Black family wealth through property ownership. Federal Reserve to adopt a view employing Modern Monetary Theory with the goal of maximizing employment, housing, and educational opportunities, as well as improving quality of living for Black and poor Americans. Spending will be constrained only when ACTUAL inflation appears. Federal plan of “Baby Bonds” proposed by Darrick Hamilton will provide every child born into lower-wealth families with accounts that will start with \$1,000 and would continue to funded by the government based on family wealth up to \$46,500 as proposed by Senator Booker and Representative Pressley. Accounts to be managed by the Treasury and use of funds restricted to asset enhancing actions such as buying homes, starting businesses and funding education. Change the decades old credit scoring model to mandate consideration of consumer data on rent, utility, and cellphone bill payments. A “Cookie-Jar” company is any company that was knowingly involved in human trafficking, human bondage, slave trading or slave labor at any point in its existence. Companies found to have directly benefitted by the private prison system and those who perpetuated overtly racist policies will also be considered “Cookie-Jar” companies. Individual negotiations will be conducted by a Commission formed for the singular purpose of assessing penalties and remedies from these companies caught with their hands in the cookie jar. Venture Capital and Private Equity funds that take money from police unions or other public entities must invest 13.4% of their total funds in Black

owned businesses. According to Axios, only 1% of VC-backed founders were Black between 2013-2018. Government Pension Funds. Federal and State pension funds control over a trillion dollars. They must allocate 13.4% of their investments into Black owned enterprises and businesses. Corporations are publicly regulated and as part of the certification process all past and current tax returns must be made public. Create a transparent reporting mechanism for abuses to economic programs designed to benefit communities in need, including federal programs such as Economic Opportunity Zones and Community Reinvestment Act (CRA). Audit of “opportunity zones” to determine who is benefiting from disbursement of such funds and tax breaks and public disclosure of the owners of projects granted such access.

Judicial and Public Policy Reform.

- Recognize racism as a public health crisis that mandates a federal response.
- Ban ALL privately run prisons. Fines established to be paid by companies that profited of the private prison system.
- Prisoner labor not allowed without consent. Prisoners to be compensated at the minimum wage and hazardous pay provided for applicable duties.
- Declare the Ku Klux Klan a terrorist organization.
- Lynching to become a federal hate crime with a recommended federal sentence of life.
- Free nonviolent offenders incarcerated for 10 years or longer who have less than five verifiable write ups. Write ups can be challenged and given due process.
- Free all prisoners for marijuana possession.
- Eliminate laws establishing mandatory minimums.
- Eliminate three strikes laws.
- First offense for illegal drug use or possession to require government payment for entry into an approved drug rehabilitation program rather than imprisonment.
- Once a prisoner completes sentence, voting rights are restored.
- Personal Data. Most states publicly release bulk data about arrestees unchecked. Like the 1970 Fair Credit Reporting Act regarding credit data, there must be guidelines that allow similar privacy and accuracy protections and the right to dispute and correct inaccurate data.
- The Civil Rights Division of the Department of Justice reformed through stricter guidelines, so DOJ oversight of police departments and other government institutions becomes more than a rubber stamp. DOJ can be sued for non- compliance so that standards do not vary depending on Administration.
- Currently the Black population is overrepresented in the military as 17% of soldiers are Black. The percentage of Black enlisted soldiers is even higher. To compensate for this disproportionate contribution to our national defense, 5% of the Defense Department budget will be allocated towards beautification, education, and youth programs in predominantly Black neighborhoods. Such programs will build goodwill towards the country resulting in greater patriotism, more successful recruitment efforts, and a generally more enthusiastic military population.
- EPA to inspect water supplies in ALL communities nationwide for lead and other forms of contaminates. Fixing polluted water systems to deliver clean water will take priority in any future infrastructure spending bill.

- Technology Action Plan that provides for computers and broadband in poor communities. Work with Technology companies to set up high security 24-hour computer lab/learning centers in the heart of “technology deserts.”

Constitutional Amendment Codifying Expansion of the 13th Amendment by the Courts.

Amendment will abolish slavery IN ANY FORM including as a punishment for crime as allowed by the 13th Amendment for prison inmates. Further, it will declare unconstitutional any government run system (including justice, policing, education, health, and welfare, etc.) that does not provide services on an equal basis to all citizens and communities. If provided public services fail to meet minimum standards, they will be considered on their face unconstitutional unless proven special circumstances. Reverses burden of proof to those in noncompliance instead of civil rights lawyers having to prove systems are racist. While courts have expanded the interpretation of the 13th Amendment to provide some of these rights, this Amendment will eliminate any uncertainty.

Police Reform.

- Qualified Immunity will be eliminated. Legislation to reverse Supreme Court case *Plumhoff v Rickard* 572 U.S. 765 (2014) in which the immunity was upheld. Before legislation is passed, the Democratic Party should oppose qualified immunity when the official party platform is drafted in August. This will pressure mayors to instruct city attorneys not to assert qualified immunity as an affirmative defense. Police lawyers can still argue why they should not be charged because they acted in good faith, but the presumption must be reversed.
- Mandatory Malpractice Insurance to be carried by Police officers like lawyers and doctors do. This protects victim’s ability to collect on bona fide claims. Insurance to be paid for by Police Departments. As a result, an officer who creates too many legal actions will be dropped because of financial pressure by rising insurance rates rather than requiring another officer to “cross the blue line.” Insurance companies will also demand de-escalation training to lower rates.
- Municipalities Liable for Officer’s Unconstitutional Actions. Overturn with legislation *Monell v Department of Social Services* Supreme Court case, 436 US 658 (1978) that protected municipalities from unconstitutional actions by Police. This will add skin in the game for cities which have the most direct power to reform policing.
- Federal Laws Regarding Police Misconduct to Change Standard From “Willfulness” To “Recklessness.” While “recklessness” still poses a high bar to identify and prosecute police misconduct, it will make it more possible.
- Police Unions Can Be Held Liable and Sued for shielding bad cops, suppressing evidence and testimony to that effect, and for knowing and reckless disregard of material evidence that an officer is unfit mentally for the job.
- Mandatory Dashboard and Body Cams. In the event they are turned “off” and the incident results in a serious injury or death to any suspect or witness, it will be considered a FELONY punishable by prison unless proof of malfunction. If there is a claim of excessive force or abuse and the cams are “off”, the first incident will result in a warning, the second will be a suspension, and third will require firing.

- Cam footage (body and dashboard) to be released within a week for incidents resulting in death, serious injury or that give rise to charges of excessive force.
- Elimination of No-Knock Warrants. They are unnecessary as police can secure the scene.
- Mandatory Name Tags and Affiliation Requirements. Applies to all police and law enforcement authorities at the local, state, and federal level with non-compliance resulting in disciplinary action. (Undercover assignments not requiring compliance must be approved by a court).
- Chokeholds Illegal Nationwide. This will apply to any maneuver resembling a choke hold or designed to cut off airways to affect breathing.
- Whistle-Blower Protection Expanded within the active police force or for those enrolled in a Police Academy. Discouraging officers under 5 years on the job to report bad behavior will be grounds for dismissal. It will be a criminal offense to reveal the identity of a whistle-blower.
- Tampering with Evidence results in automatic dismissal from force.
- Crime to intentionally withhold exculpatory evidence by police or prosecutors.
- Newly discovered DNA evidence must be immediately considered to reverse wrongful convictions. Not to do so is a crime and applies to police, judges, and prosecutors. (Failure to act will come under the Office of Independent Prosecutors discussed below).
- Federal Database open to public scrutiny containing all complaints both internal, from the public, or related to disciplinary actions. Automatic federal DOJ review of any police officer exceeding a predetermined amount of complaints.
- Once Fired for Cause, Cannot Be Rehired. A Police Officer fired for use of excessive force, violent or inappropriate actions directed at a citizen, non-use of body cams, or for any felony are not allowed to be hired in any other jurisdiction.
- Creation of Office of "Independent Prosecutors". These prosecutors will solely focus on prosecuting police accused of wrongdoing. This will eliminate the conflict of interest of DA's who must charge police although they have an inherent and unwaivable conflict as they require police testimony to charge other criminals.
- Attorney Generals and District Attorneys can no longer accept contributions or endorsements from law enforcement bodies especially police unions.
- Loss of pensions if convicted of a Felony or greater while on the job.
- Budget Re-Allocation. In what has been referred to as "Defunding the Police," 20% of 2020 budgets, then going forward adjusted to inflation, to be dedicated to improving conditions in lower class and Black neighborhoods. 20% of all police department budget increases will also flow to the community organizations tasked with spending such funds.
- Residency Requirements. 90% of Police must live within 25 miles of the jurisdictions they work in. 65% must live within the jurisdiction itself. Police forces should demographically reflect the communities they serve. In the case of partners, at least one lives within the jurisdiction.
- Mandating a certain number of police department paid hours of community service for all street police in the communities they police.
- Community Policing. Non-armed personnel set up to handle most cases. These include taking reports for crimes already committed, non-active situations, filing of complaints, non-violent crimes or disputes, disputes between neighbors, etc.
- Remove permanent placement of Police officers from all grade, middle and high schools.

- Domestic Abuse. Create Domestic Abuse Services, analogous to Child Protective Services. Personnel trained to deal with Domestic Abuse will be sent on such calls. Like CPS cases, a Domestic Abuse Service member can ask for police backup if they feel the situation is dangerous and warranted.
- De-Escalation Police Training. Require training in de-escalation techniques (similar to Daytona Police training based on Scotland police procedures) and showing cases of police abuse and what is non-acceptable during training. Currently, most Academies only show footage of cop killings and train police in aggressive techniques (a popular saying among police is “I’d rather be judged by 12 than carried by 6”)
- Continuation of Training. Training to be updated every three years in use of excessive force and dealing with mentally or disabled ill people. Such training will also include racial sensitivity training and update Police on new laws locally and federally.
- Any police officer who discharges his weapon five or more times on the job must go back to police academy for retraining and take mandatory course on Anger Management. This threshold of weapon use can be increased or decreased depending upon jurisdictional averages. The intention is to identify and retrain “outliers” as most police officers rarely utilize their guns more than once if at all.
- Civil Rights History will be taught the first month in the Police Academy or other Training. These classes should include history of “Black Codes” and Jim Crow laws.
- Reason for Contact: Upon Initial Contact of Any Kind with A Citizen, officers must state reason for contact when an individual is first approached.
- No Duty to Speak. Police not allowed to escalate a situation merely because a person refuses to talk to police or answer questions without an attorney.
- Misstating the Law by police to suspects not allowed to elicit testimony. Knowingly threatening people with greater charges than the situation dictates gives rise to disciplinary action. When defining “knowingly,” the standard applied will be what a reasonable police officer should have known.
- Reduce Contact During Traffic Ticketing. Officer must IMMEDIATELY tell the driver why he/she was pulled over. Cannot search a vehicle without an independent warrant. No need for those cited to “sign” tickets. Efforts made to reduce time and contact between officer and driver which benefits both (i.e., digitally limiting contact as technology allows). Tickets issued and sent by mail where possible. If the officer believes the driver is driving recklessly or suspicion of a DUI, they may pull over the car, but pullovers can be challenged by Dash Cam footage. If the footage does not show cause for concern, the officer can be disciplined.
- Stealing. Police officers caught stealing from a person’s house or vehicle will be charged with double the penalty a nonofficer would be charged with for the same crime.
- Military Grade Weapons. Will not be brandished in public unless gunfire or deadly force required.
- Eliminate Civil and Criminal Asset Forfeiture as it gives police departments economic incentive to charge crimes which conflicts with the goals of serving justice. Only exception is if the Assets are related to the crime.

- It will be illegal for a police officer to have Sex with A Detainee or Suspect under their charge. It will be considered statutory rape because it is unreasonable to assume consensual sex due to the power dynamic.
- Shoot to Wound policy in event of unarmed suspect, fleeing suspect (that poses an imminent danger only) or if deadly force is unnecessary.
- End all Quota-based policing.

Entertainment Industry Reform and Reparations.

- Mandatory funding of “Black Studios” by the largest Hollywood studios, record companies, and Television studios and Networks to compensate for years of lack of support, stereotyping, and damage to black culture. Each will be required to fund an amount yearly. Black Studios will own and produce content by Black creators and will be run primarily by Black leadership. Content can be licensed to major studios. For a race to thrive, it must be able to create art that reflects its own views of the world. Racism still runs rampant through our society and Hollywood is providing the instruction manual.
- Licensing of public airwaves to broadcast networks such as NBC, FOX, CBS, and ABC MUST require Black produced content equal to 20% of the total content on the network as measured by time. Time slots MUST be of similar quality to other content. The same applies with radio stations and any other media given access to publicly licensed airwaves by the FCC.
- Minimum 13.4% Black cast and crew on all major Television and Film productions. The crew requirement cannot be waived but casts that are overwhelmingly White, Black, Hispanic, Native American, Asian, etc., can be waived as reasonable for TV shows and films to be more reflective of reality.

Monuments and Institutions.

- Eliminate all Confederate statues. Rather than destroy them, they are to be kept by the National Archives, Smithsonian Institute, and/or analogous State facilities. They are to be used only in displays and exhibits designed to investigate our racist past. This is not sanitizing our past as history exists in books and online; there is no need to display monuments of these types (just as we allowed the Saddam Hussein Statue to be removed as well as the Berlin Wall, where doors easily could’ve been inserted).
- All uses and displays of Confederate flags on government grounds or on property with public access is illegal.
- Rename all streets, schools, public structures, towns, scholarships, etc. named after Confederate soldiers or leaders. Rename with names of Black heroes or White abolitionists.
- Memorial built in Washington D.C. to victims of police excessive force resulting in death or permanent disability. Analogous to the Vietnam Veterans Memorial in that all names and ages are included.

Black Americans Responsibility.

Chronic poverty creates an atmosphere full of negativity, frustration, hopelessness, depression, alcoholism, drug abuse, crime, and violence. These are some of conditions that plague the Black Community which is dealing with extreme generational poverty. As we begin to gain social & economic

equality it is our duty to clean up ourselves and our community. This contract is a 2-way street. As we gain social and economic equality, we must begin to dissolve any bitterness in our hearts for past wrongs. We must become better citizens who are more productive on all levels of American society. We really must step up after we pass the Contract with Black America with no more excuse left in the kiddie. Our entertainers should be persuaded to deliver more positive content that leads our youth to make better choices in life. A new pride must develop with these new opportunities and we must fight against negativity, frustration, hopelessness, depression, alcoholism, drug abuse, crime, and violence.

- Falsifying documentation to establish descent from an enslaved person punishable as a crime.
- Black businesses who receive loans per lending reforms with over 100 employees will employ at least 50% non-Black employees.
- For all Americans, completion of rehabilitation programs for at least 28 days for first offenses for illegal drug use or possession. Failure to complete results in imprisonment.
- As part of the 20% of diverted police budgets, community groups will be organized to work with troubled youth and will have a specific mandate to also decrease Black on Black violent crime, other crime, and address gang violence. Community groups will make themselves available in their neighborhoods to provide mentoring and community-based leadership.
- All Americans guilty of a crime and apprehended, agree not to unreasonably resist arrest putting others in danger.
- When enrolled in the AJP and other programs designed to assist in education and employment, to meet the requirements expected of all enrollees and to work diligently to succeed.