

THE

BLACK LEADERSHIP FAMILY

PLAN

FOR THE

UNITY,

SURVIVAL,

AND PROGRESS

OF BLACK PEOPLE

*February 1982*



THE BLACK LEADERSHIP FAMILY PLAN  
FOR THE UNITY, SURVIVAL, AND  
PROGRESS OF BLACK PEOPLE

THEME: IT'S NOT THE MAN, IT'S THE PLAN;  
IT'S NOT THE RAP, IT'S THE MAP.

*"Give us a plan of action. . . a 10 Black Commandments; simple, strong, that we can carry in our hearts, and in our memories no matter where we are and reach out and touch and feel the reassurance that there is behind everything we do a simple, moral, intelligent plan that must be fulfilled in the course of time even if all of our leaders, one by one fall in battle, somebody will rise and say 'Brother!! Our leader died while we were on page three of the Plan. Now that the funeral is over, let us proceed to the page four."*

Ossie Davis, Keynote Address  
1st Annual CBC Dinner  
June 18, 1971

PROCEED WITH THE PLAN . . .

THE PLAN

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#### PREAMBLE

When the word has been given, each time in the history of our long struggle for justice and freedom, Americans have wondered what it meant. What did it mean when Frederick Douglass said, "*Without struggle there is no progress*", when Marcus Garvey said, "*We are determined to solve our own problem*", when A. Philip Randolph said, "*The salvation of the Negro must come from within*", when Dr. Martin Luther King said, "*Once an oppressed people rise up there is no stopping short of full freedom*", when Stokeley Carmichael said, "*What do we want? Black Power!*", and when Fannie Lou Hammer said, "*We are sick and tired of bein' sick and tired!*"? But we understood that the word was a flashpoint in the cadence of time which symbolized the will of our people to mobilize and struggle to insure their survival and continued progress in this land.

Now again the word is given. And the word constitutes a Plan, intended not only for our survival, but for our development as a proud and capable people, able to participate in all the venues of this country which enrich our lives and fortunes and enable the expression of our culture.

It is a Plan which we must take to heart and make a part of our daily living commitment to ourselves and families, to our people, and ultimately to a better America. For we must make a historical covenant with ourselves that the freedom and dignity of our people, while recognizing the responsibilities of other institutions, rest essentially upon what we do ourselves, and how seriously we take the mantle of leadership and self-determination.

Therefore, regardless of the challenges, may they range from terrorist organizations to institutions of government, let no man mistake our resolve to implement this Plan. And let all men see our Plan as the platform upon which we stand and as the sword we wield in defense of our interests. It is both the symbol of our commitment and a program for Black people.

**A new word is now being given. Black America must follow the Plan.**



## RULES FOR BLACK UNITY, SURVIVAL, AND PROGRESS

The Rules for Black Unity, Survival, and Progress are the means by which we can take full control of our destiny. Following these rules does not prohibit or limit our allies from continuing to participate in our quest for freedom and justice. The rules are effective against any current or future racist attacks. By following these rules, nothing the adversary can do will stop us.

Overriding all of the concerns which have moved the Black Leadership Family to draft these Rules has been concern for the integrity of the Black family unit. When they look at the state of the Black family — the fatherless children and the husbandless mothers — the hearts of the Black Leadership Family members cry out with the prophet Jeremiah:

"O that my head were waters, and mine eyes a fountain of tears; that I might weep day and night for . . . my people."

The Black Leadership Family pleads today: "Black fathers, be husbands; Black mothers, be wives; Black families, be family; *save the children!*"

The following Rules for Black Unity, Survival, and Progress will allow Black people to institute the means of attaining total parity, equity, justice, and equality in a nation we have continually helped to build and defend. These rules do not appear in any order of importance, as each is an important rule of itself.

### 1. SUPPORT THE BLACK CHURCH

*The term church is used to embrace all Black religious institutions. Church attendance is one good form of support; there are also other ways such as supporting national religious foundations, actively participating in community service activities of many churches, and contributing to the church organization of your choice even when you do not regularly attend.*

### 2. PROTECT THE ELDERLY AND SUPPORT THE YOUTH

*Provide protection, opportunity, comfort and fellowship for our young people and seniors.*

### 3. EXCEL IN EDUCATION

*Strive for excellence in your academic and vocational preparation. Promote Black cultural awareness and set positive role models.*

### 4. OPPOSE CRIME

*Stop Black crime and support fair law enforcement. Condemn the illegal use and sale of drugs.*

### 5. CONTRIBUTE TO THE BLACK DEVELOPMENT FUND

*Increase financial support to Black institutions.*

### 6. BUY AND BANK BLACK

*Buy and bank where Blacks benefit as owners or employees; support selective patronage efforts that contribute to the wealth and development of Black people.*

### 7. REGISTER AND VOTE

*Once you register to vote, you must vote to keep your registration active. Also, make your vote count for Black and other candidates who best represent the interests of Black people.*

### 8. HOLD YOUR ELECTED OFFICIALS ACCOUNTABLE

*Know the names and records of political representatives at local, state and Federal levels. Know these people as well as you know key sports heroes and entertainers. Vote for or against them on the basis of their records.*

### 9. SUPPORT BLACK FAMILY AND COMMUNITY LIFE

*Encourage and support a sense of community and mutual support for each other.*

### 10. CHALLENGE AND BOYCOTT NEGATIVE MEDIA, AND SUPPORT POSITIVE MEDIA

*Do not finance or patronize those forms of media or their sponsors which fail to show positive aspects of Black life. Support those that do.*

### 11. SECURE AND DEFEND THE BLACK COMMUNITY

*Demand, seek, and work for adequate protection from physical intimidation and force by the duly-constituted law enforcement agencies of our government. If that protection is not forthcoming, we must prepare to defend and protect the Black community ourselves.*

### 12. SUPPORT MOTHER AFRICA AND CARIBBEAN NATIONS

*Oppose colonization, exploitation, apartheid, and repressive government; keep current with and actively support, through technological, financial, and other means, the struggles for liberation and equality being waged by the peoples of Africa and Caribbean nations.*





## MERITS OF THE BLACK DEVELOPMENT FUND FOR UNITY AND ADVANCEMENT

1. It allows free-choice giving.
2. It encourages increased giving among Black people to familiar institutions and organizations with traditional support in the Black community.
3. It keeps control of the money in the hands of the givers.
4. It covers every major form of organization within the Black community.
5. It avoids any attempt to create a central focus for giving under any centralized control.
6. It operates under a self-help concept, encourages greater trust, self-support, self-reliance and accountability among Black people. It makes a break with the traditional dependency of Black people on the unpredictable benevolence of non-Blacks with power and wealth.

The Development Fund is one important part of the overall plan for Black American advancement. However, the Fund must not be confused with THE PLAN. The Fund is a component within THE PLAN. The Fund will provide the means to mobilize resources and people for the success of THE PLAN.



## FOREWORD

To meet the current across-the-board challenge to the quality of life for all Black Americans, the Congressional Black Caucus has this year taken up Ossie Davis' admonition to give Black people a plan of action in which all of us can play a meaningful part. Whether you are a Black in business, labor, civic, fraternal or professional activity; whether you are in civil rights, community action, religion, education or youth and elderly services, there is now a plan of action by which we may coordinate our struggle for the common good. It is a plan that, in each of these areas, describes the situation, discusses supporting and opposing forces, defines our mission and details specific actions that should be taken to accomplish this mission.

The Congressional Black Caucus in its planning retreat of February 1981 set out a "Four Point Plan of Action for Black America." The Four Point Plan was later presented by Walter E. Fauntroy, Representative from Washington, D.C. and the Chairman at the 1981 Congressional Black Caucus' Legislative Weekend Dinner. This Plan was turned over to the Caucus staff to develop specific instructions for its implementation, in an effort to answer a grass roots desire on the part of Black America to "tell us what to do." This set of proposals and instructions in the form of "The Black Leadership Family Plan for the Unity, Survival, and Progress of Black People" has been developed by the Caucus staff, augmented by several business, labor, education, religious, media, legal and civil rights persons from the National Black Leadership Round Table who volunteered to participate in the development of this "Plan." Particularly helpful were the staffs of the many organizations that worked together to put on the "National Conference on A Black Agenda for The 80's" at Richmond, Virginia, in February 1980. Therefore, this "Plan" represents the evolution of the thinking of a wide spectrum of Black America at the request of the Congressional Black Caucus, and reflects the current mood and opportunities of Black America in its quest for freedom.

This Plan has been arranged around the categories of existing organization so as to capitalize on the deployment of existing organizations and institutions, eliminating the necessity for the development of new organizations and organizational structures, thus enabling immediate implementation.

Current circumstances dictate that, in order to implement the PLAN, participants must respect the leadership which they have elected or selected to head their national organizations. If we are to act swiftly and effectively as a unified community, there will not be time for the head of the Masons or the Elks or your national church or your national association to convene a meeting of the entire membership to make a decision to join the rest of the Black Leadership Family in calling for concerted action. We selected

the national officers of our organizations and even if they may not have been our candidates, we must respect and follow their leadership during their tenure of office. When they agree with other members of the Black Leadership family to take an initiative on behalf of Black people, respect them and do what they ask you to do.



## DECLARATION OF PURPOSE

From the ashes of our damaged heritage, culture and religion, we have evolved in this nation as an extraordinary people and as a witness to the indestructibility of the human spirit, manifested by the multitude of organizations and institutions through which we contribute to this nation and the world. It is through these institutions which comprise our Black Community that we shall secure for ourselves and our posterity our full freedom and equitable share of the blessings of this nation.

Our priorities are as follows:

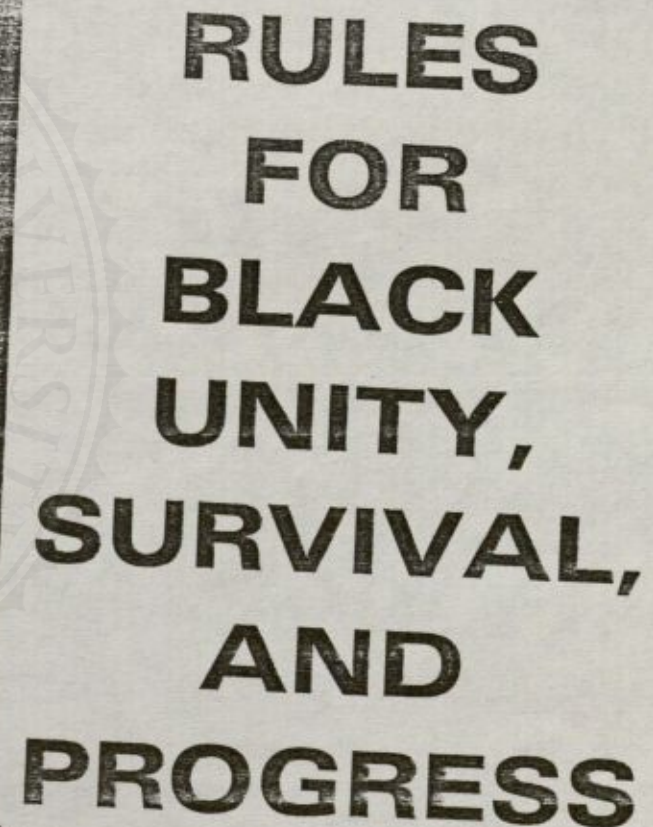
*First and foremost, to protect our existence and security.*

*Second, we shall boldly pursue overdue justice and parity as prophesied by Abraham Lincoln when he said, "Fondly do I hope, fervently do I pray that the scourge of this mighty conflict will soon pass. Yet, if God wills that it continue until all the wealth piled by the bondman's two hundred and fifty years of unrequited toil shall be sunk, and until every drop of blood drawn with the lash shall be paid by another drawn with the sword, as was said three thousand years ago, so still it must be said, "The judgments of the Lord are true and righteous altogether.""*

*Third, we will employ the attained power and freedom to stop the erosion of the entire United States of America, whose ultimate strength and survival lies not in military might, but in a just and free society for all its citizens.*

The PLAN has a threefold purpose:

1. To develop a basic set of rules by which Black Americans can live.
2. To establish a Black Development Fund.
3. To provide a set of instructions for implementation of the PLAN.



**RULES  
FOR  
BLACK  
UNITY,  
SURVIVAL,  
AND  
PROGRESS**



## BLACK DEVELOPMENT FUND

Blacks spend billions of dollars each year. The quest for freedom demands that we direct a portion of these funds toward our own progress and welfare. The Black Development Fund provides the means of systematically directing money to support our interests and institutions. The Fund will operate in the following manner:

- Each month one of the following 12 groups will be identified and publicized at the local level.
- Specific organizations within the groups will be identified and publicized at the local level.
- All Black Americans shall then respond to the organization of their choice with a contribution of at least \$1.00. THESE CONTRIBUTIONS ARE TO BE ABOVE AND BEYOND YOUR CURRENT CONTRIBUTIONS AND COMMITMENTS.
- Plan to give your dollar each month to the charity of your choice.

January	1.	BLACK CIVIL RIGHTS ORGANIZATIONS
February	2.	BLACK CANDIDATES, BLACK POLITICAL AND VOTER PARTICIPATION ORGANIZATIONS
March	3.	BLACK RELIGIOUS INSTITUTIONS
April	4.	BLACK SENIOR CITIZENS ORGANIZATIONS
May	5.	BLACK AFRICA AND CARIBBEAN RELIEF
June	6.	HISTORICAL BLACK COLLEGES
July	7.	BLACK LEGAL DEFENSE FUNDS
August	8.	BLACK HOSPITALS AND HEALTH CARE ORGANIZATIONS
September	9.	CONGRESSIONAL BLACK CAUCUS (POLITICAL ACTION COMMITTEE)

October	10.	BLACK ARTS AND CULTURAL ORGANIZATIONS
November	11.	BLACK FAMILY SUPPORT ORGANIZATIONS
December	12.	BLACK YOUTH AND CHILD CARE ORGANIZATIONS

The Black Development Fund would not be a formal organization controlled by any one individual or group. It would be a national MOVEMENT to keep more of Black income and wealth in the Black community. It is a concept of giving for Black self-support. The only requirement is that every able Black understand the need to give and give to a Black organization or institution of his or her choice on a regular basis.

*Show you care — show your pride that you are Black. You are not alone anymore. We are one! We can reach our hand out to help each other. No one can accuse us of not being willing and able to help our brothers and sisters. Don't fail yourself! Get involved and stay involved.*



## ANTICIPATED ANNUAL SUCCESS OF THE BLACK DEVELOPMENT FUND

The Black Development Fund is a self-support effort. It is a way every Black American can begin to systematically give to those segments of the Black community working for advancement of Black people.

It has been determined by the Black Leadership Family that the Development Plan will be successful if at least one percent (1%) of the total Black income and income in America is contributed to the Development Fund idea after the first year of implementation. A simple mathematical formula has been devised to compute the result of compliance.

Currently, the Black community has combined income of nearly \$150 billion per year. On a monthly basis, that means that approximately \$12.5 billion is available to the community. The Black Development Fund idea of giving has been planned to operate on a monthly basis by highlighting the need to give to one of 12 important segments of the Black community. Assuming that members of the Black community give 10% of the \$12.5 billion available to it to the Development Fund each month, additional Black giving to Black self-help efforts could amount to over \$1 billion each month. However, we cannot realistically assume such a high compliance rate at the beginning of THE PLAN. Thus, it is expected that the Black community will give at least one percent (1%) of the estimated \$12.5 billion each month to Black self-help efforts. That would amount to \$12.5 million monthly or a total of \$1.5 billion in a year of giving.

Thus, success of the Development Fund will be determined by an increase of \$1.5 billion in giving to the 12 categories of Black self-help organizations and institutions over one calendar year.

Remember that *any amount* you can give will bring us all closer to our goal. Plan to make THE PLAN work by setting aside your money for giving to the charity you choose each month. We can do it together.

## SAMPLE NOTE TO ENCLOSE WITH YOUR CONTRIBUTION TO A BLACK DEVELOPMENT FUND INSTITUTION OR ORGANIZATION

Dear \_\_\_\_\_ :

Our Black Leadership Family Plan calls upon every Black person to contribute at least \$1.00 a month above and beyond current contributions to a Black organization of his or her choice.

\_\_\_\_\_ (January) \_\_\_\_\_ is our month for contributing to \_\_\_\_\_ (Civil Rights Organizations). Enclosed find, therefore, my donation in the amount of \_\_\_\_\_ (\$1.00) to support your mission.

Please note my contribution, and at the end of the year publicize how many of my Black brothers and sisters joined me in support of Black Development through your organization. Thank you.

Sincerely,

\_\_\_\_\_



## OPERATION INSTRUCTIONS

### SITUATION

These are unsettling times for Black America. By any of the accepted indicators of progress—education, employment, housing, voting rights, and the like—many of the gains of Black Americans of decades past are being badly eroded by well-organized elements of the majority community and misinformed elements of the Black community. Despite the commonly held perception by many in the majority community that enough has been done for Black Americans, the realities are quite different.

- *Blacks risk economic re-enslavement in the 1980's. Black median income fell between 1969 and 1979. Unemployment for Blacks by the end of 1980 was the highest since World War II. Industries in which Blacks had made significant employment gains like the steel and automobile industries have been particularly hard hit by production declines. Inflation has steadily increased each year since 1960. Blacks have been struck cruel blows by economic stagnation at every economic level. In addition to the decreasing number of available jobs and other opportunities; economic stagnation has increased white backlash to any visible Black economic gains.*
- *Black labor is under assault through the attempts to nullify or frustrate affirmative-action policies and gains; budgetary, taxation and monetary policies are rolling back wage gains, relaxing labor safety standards and increasing unemployment.*
- *We have not adequately addressed the quality of education and the impact of drastic local budget reductions in Black school districts which have reduced the employment and professional opportunities of Black educators, and diminishes their ability to administer and execute the educational process.*
- *Black youth continue to be the victims of poor quality education; the Federal and local budget cuts reduce their participation in employment opportunities, extracurricular activities and loans for higher education; diminished drug enforcement increases their vulnerability to drug abuse; the lack of administrative enforcement in their school environment cripples their learning experience; "Bakke" type backlash has sharply curtailed their admissions into medical and law schools.*
- *The current economic policies and budget cuts have sharply curtailed seniors' access to adequate housing, quality medical care, nutritional well-being and public transportation. Isolation, abandonment by the Black community, and inadequate law enforcement protection make the elderly the attractive prey of criminals.*
- *Elected officials who support the interests and concerns of Black Americans are placed on "hit lists" and targeted for defeat with funds directed by anti-Black groups. Agency budget reductions are targeted to eliminate civil service positions where Blacks have made the most progress. Other civil service officials are administratively intimidated when they attempt to fairly execute their responsibilities.*



- *The Black business community is under criticism and attack by the major media through a series of irresponsible, inaccurate and biased reports of the state and effectiveness of Black business enterprises. Administratively, regulations designed under the law to promote Black business development are being violated and ignored by the Small Business Administration and the officials of the several government agencies responsible for their implementation and enforcement. Changes in the regulations are being developed and proposed to frustrate the intent of the enabling legislation. Further regulation is being introduced to repeal the existing minority business legislation. Financial institutions are practicing "redlining", credit, and investment policies which eliminate access to capital for Black business development. The effect of these efforts is to destroy the growing potential for Black economic development and the ability of Blacks to become employers of our own people.*
- *Trade association effectiveness is being thwarted and eliminated by targeted budget cuts, preventing them from executing their advocacy and development role.*
- *Owners and directors of major media vehicles are systematically preventing positive Black role models, images and materials from appearing. The senior and most talented performers, writers and directors have all but been eliminated from participation in current media productions. Efforts to gain control and ownership of athletic and entertainment enterprises are being opposed by coordinated, well-organized groups engaged in anti-Black activities.*
- *Black organizations which promote the principles and practices of physical defense are harassed/disbanded by local and Federal law enforcement agencies through illegal search and seizure, illegal surveillance, security "blacklisting," physical attacks and harassment, leaving Black people as the only group with no means of personal physical protection. Major media vehicles cast these groups in a negative image by distorting their goals, activities and purposes. The judicial system perpetrates unjust findings, decisions and sentences on members of these organizations.*
- *Certain members of Congress have embarked upon a formidable effort to dismantle the nation's key civil rights legislation, including the Voting Rights Act, the Civil Rights Act of 1964 as amended, and the Fair Housing Act of 1968. Additionally, these members seek to limit Federal court jurisdiction so that busing and goals and timetables for hiring minorities, may not be ordered by courts to remedy the past and present effects of discrimination.*
- *Incidents of police brutality, with Black Americans as the primary victims, are on the increase as a result of a lessening of administrative and judicial supervision and discipline. At the same time, incidence of crime in Black communities is increasing because of intentional and unintentional failure on the part of law enforcement agencies to provide adequate protection.*
- *The Black rural population is located in a series of traditional farming counties in the southeastern United States. Those counties have been noted for hostility toward Black participation in all aspects of local society. Yet this population not only represents a significant portion of the Black nation, but now faces a great challenge of generating leadership, shaping local public policy and devising strategies to overcome years of nonparticipation and exploitation.*

## SUPPORTING AND OPPOSING FORCES

Point Four of the PLAN calls upon us to "Reach Out In Coalition with Whites, Hispanics and other minorities whose interests coincide with ours." We cannot make it alone. We must ourselves recognize, and awaken the American people of every ethnic origin to the fact that "we may have come over here in different ships, but we're all in the same boat now."

In our quest for unity, survival, and progress as a people, we have potentially valuable allies as well as determined foes in our country. As the devastating effects of the misguided policies of the present begin to impact the quality of life for all Americans, we will find common cause with the vast range of small farmers, middle income and small business persons in the majority community, as well as with our traditional allies among organized labor, whites of goodwill, and other minorities.

Let us seek every opportunity to enter meaningful coalitions of mutual respect and cooperation with Americans of all races and creeds whose interests in a just and compassionate America coincide with ours.

One of the key principles for Black American Unity, Survival, and Progress is: Know the Difference Between Opposing and Supporting Forces. It is important to the success of THE PLAN that those committed to it be able to recognize both supporting and opposing forces. These forces may be within or outside the Black community and they will shift from time to time. Quoting an age-old adage, Representative William Clay of the CBC said several years ago: "There are no permanent friends, nor permanent enemies, only permanent interests." Opposing forces will vary in intensity and influence. They will change by issue and situation. Often these forces will be easily recognizable by their traditional hostility toward Blacks; the KKK, the American Nazi Party, the Associated General Contractors, White Citizen's Councils, private clubs, unions and others with exclusionary racial policies.

Most of the opposing forces will be more subtle and insidious than those listed above. It may not even be possible to recognize these individuals and groups by their rhetoric, names or organizational purposes. It will require close scrutiny of the actions of these individuals and groups. These may be among officials within the Federal government — in all three branches of the Federal government — and within state and local governments. There is corporate opposition; some practices and policies of that opposition result in the economic enslavement of Blacks. Also be alert to media opposition and opposition by foundations, university and other research groups which continue to manufacture negative reports about Black Americans.

In addition to recognizing hostile organizational composition and structures, be able to recognize persons who overtly or covertly participate in the following actions which represent serious threats to Black advancement.



Beware of persons and organizations that:

1. Work against minority set-aside programs for Black enterprise development.
2. Initiate and finance legal action such as the Bakke case, built on the concept of "reverse discrimination", which generates harmful effects on Blacks such as the reduction of Black admissions to law schools and professional programs at universities across the nation.
3. Only contribute financially to those civil rights actions and organizations where they can control the policies and strategies and undermine Black decision-making and leadership.
4. Being leaders of other racial/ethnic groups, support political liberation efforts in foreign countries but fail to support similar efforts by Black Americans.
5. Take positions on school integration/desegregation and other school policies which have the effect of maintaining a decline in public education, or other procedures that deny Black children quality education.
6. Control national media which excludes the Black perspective, limits Black access, continues programming that is racially motivated, and perpetuates negative images of Black Americans.
7. Engage in block-busting, redlining and other real estate tactics that work to exclude Blacks from owning and purchasing housing and businesses in the neighborhoods of their choice.
8. Promote themselves (and exclude Blacks) as the only authoritative experts on the social and economic status of Black people and insist they are the only rightful interpreters of urban conditions.
9. Insist on controlling the public policies and programs that impact on the futures of Black families, often to the exclusion of Blacks in the policy-making process.

Supporting forces are those individuals and groups which fall into the organizational categories that adhere to operation instructions issued by the Black Leadership Family.

It will be necessary to make up your own list of supporting and opposing forces for use in your own community as situations are constantly in a state of change.

## OPERATION INSTRUCTIONS

### INTRODUCTION

The policy groups of ultimate authority for THE PLAN are the National Black Leadership Round Table and members of the Black Leadership Forum. The Congressional Black Caucus (CBC) will coordinate the implementation of THE PLAN. The CBC Washington Office will serve as the national coordination point.

Means will be established to report and measure progress of each organizational category. Petty differences between and among organizations and individuals will not be tolerated by those who have declared commitment to THE PLAN.

The operation instructions are the means of implementing THE PLAN. They are arranged around the categories of existing organizations, which eliminates the necessity for the development of new organizations and structures, thereby facilitating immediate implementation. Each set of instructions has been written to encourage the necessary interaction between the various categories. For example, Black businesses have been instructed to support the Black media with advertisements and other revenue-gathering means. Criminal justice and law enforcement groups must receive support from the Black media to insure that the truth is published concerning law enforcement issues in the Black community.

As indicated in the Foreword, the success of THE PLAN depends upon participants respecting the leadership they have elected to head their national organizations and carry out directives as requested. Nothing more is needed; nothing less will suffice.

Local groups involved with THE PLAN may well want to expand the instructions to address particular problems and needs in your community.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: BLACK CHURCHES

#### MISSION

Promote, cultivate and preserve the spiritual welfare of Black people in light of the above situation.

#### EXECUTION

- a. You shall be the primary means by which Black people find the spiritual strength and understanding to be effective moral agents in their quest for freedom and justice.
- b. Each month highlight and promote contributions to the Black Development Fund.
- c. Organize and implement voter registration and get-out-to-vote drives.
- d. Support and participate in other Black organizations' selective patronage and picketing activities.
- e. Make available religious sanctuary provisions of the law.
- f. Interpret issues and news events in light of the impact on Black people.
- g. Insure that participation in political, economic and social activism is encouraged and is a part of the religious experience.
- h. Programmatically present the "Rules for Black Unity, Survival, and Progress."
- i. Insure that members understand the nature and role of the Congressional Black Caucus, the National Black Leadership Round Table and the Black Leadership Forum.
- j. Welcome and include members of Black defense organizations and generate a positive awareness of their role in the Black Community or the Family Plan.
- k. Support the re-direction of youth gangs toward community involvement and preservation.
- l. Prepare to be the emergency communication network to Black people should the Black media become inoperative.
- m. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: LABOR

#### MISSION

You are primarily responsible for establishing yourselves as employed, proficient, productive and equitably compensated.

#### EXECUTION

- a. You shall maintain individual proficiency and influence in the labor environment by active participation in the areas which affect your employment.
- b. Support the Black Development Fund.
- c. Know and support the "Rules for Black Unity, Survival, and Progress."
- d. Support local Black fund-raising activities.
- e. Identify and join a Black organization that actively pursues some aspect of Black National improvement.
- f. Report to the Regional Coordinator all corporate actions which impact the Black people.
- g. Report to Black media all anti-Black individuals.
- h. Help your religious, social, trade and service organizations to address and support employment-related issues for Blacks.
- i. Know your rights and remedies regarding employment discrimination. Learn to detect such discrimination in its most subtle forms. Educate others in this regard. When violations of equal employment and affirmative action laws occur, actively pursue all legal remedies available.
- j. Directly participate in any Black community improvement efforts or information dissemination on a voluntary basis, particularly when unemployed.
- k. Implement a youth motivation and training program among high school and college-age youth. Provide them with career information, positive role models and information on job opportunities.
- l. Seek every opportunity to participate in class action suits on violations of labor and fair employment laws.

- m. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: YOUTH AND COLLEGE

#### MISSION

Your mission is to prepare for a responsible, productive role in the goals and aspirations of Black people.

#### EXECUTION

- a. You shall strive for excellence in your education and vocational preparation as you participate actively in youth activities in the preservation of your immediate community, which will promote the well-being of Black people.
- b. Join the National Black Youth Action-Alert Network in order to enhance your preparation and contribution to Black community development.
- c. Give higher recognition for achievement in self- and community improvement and development than presently afforded for athletic and dancing abilities.
- d. Support and participate in campus activism directed toward improving the opportunities and well-being of Black students.
- e. Conduct on-campus and community youth fund-raisers in support of the Black Development Fund.
- f. Make the "Rules for Black Unity, Survival, and Progress" your standard of conduct; promote and advocate them and write essays and articles amplifying their meaning and significance.
- g. Seek employment and apprenticeship and work-study opportunities during your academic and vocational preparation through Black business, labor, religious, and community organizations.
- h. Give primary consideration to historical Black colleges when making your choices for higher education.
- i. Perform research on political, social and economic issues; prepare term papers, theses and articles on findings, and submit them to the Black media for publication.
- j. Conduct on-campus and local community voter registration drives to insure that all of your eligible peers are registered, and assist in major registration and get-out-to-vote drives.
- k. Keep yourselves apprised of currently available scholarships, applying and competing for them on a regular basis.
- l. Take an active role in the removal of graffiti, blight, litter from your campuses and communities and cultivate peer group efforts for clean Black communities.
- m. Accept opportunities to train in self- and community defense.
- n. Hold our Black senior citizens in high esteem and honor by giving them assistance, protection and fellowship.
- o. Inform on drug dealers to law enforcement officials and Black defense organizations.



## OPERATION INSTRUCTIONS

RECEIVING ORGANIZATION: DEFENSE

### MISSION

Your primary responsibility is to provide the security, protection and defense of the people and property in Black populated areas.

### EXECUTION

- a. Maintain the training, personnel and capability to protect persons and to deter aggression.
- b. Provide the personal protection of individuals identified as key to the Black cause.
- c. Discourage community crime and expose predominant crime elements.
- d. Be a publicized, unquestionable deterrent to hostile forces threatening the Black community.
- e. Train the youth in the ways and means of self- and community defense.
- f. Maintain up-to-date and accurate data which specifically identifies groups and individuals involved in activities detrimental to the Black community.
- g. Establish communications networks and links with other defense organizations that insure expeditious and accurate dissemination of information on an alert basis.
- h. Acquire and maintain intelligence information to support preparation and planning for defense against any potential assaults on the Black population.
- i. Support the re-direction of youth gangs toward community involvement and preservation.
- j. Support and publicize the "Rules for Black Unity, Survival, and Progress," and participate in the Black Development Fund.
- k. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

RECEIVING ORGANIZATION: MEDIA

### MISSION

You are primarily responsible for maximizing full exposure of facts and truths concerning Black people.

### EXECUTION

- a. You shall be the primary source for accurate, reliable and complete information on issues of concern to Black people. You shall monitor and review major media releases and expose all distortions, misrepresentations and omissions.
- b. Give headlines and priority to releases from the Congressional Black Caucus, the National Black Leadership Round Table, and the Black Leadership Forum.
- c. Publicize and assist in Black organization fund-raising efforts.
- d. Publicize the Black Development Fund monthly.
- e. Publicize the "Rules for Black Unity, Survival, and Progress."
- f. Solicit articles, essays and editorials concerning the "Rules for Black Unity, Survival, and Progress."
- g. Highlight group and individual efforts which exemplify the carrying out of the rules. Specifically, cover areas for Black involvement, such as clean communities, supporting crime prevention, issues on the elderly, etc.
- h. Make public announcements and editorial comments on major media stories that are not factual and are misrepresented.
- i. Editorialize the negative exposure of Blacks on prime-time programs.
- j. Insure that Black performers, writers and producers receive maximum exposure in programming to offset control of media by adversary organizations.
- k. Insure TV coverage of KKK rallies and American Nazi Party activities.



- l. Publicize the Action-Alert Communications Network and the volunteer enlistment form.
- m. Expose all participants in all anti-Black rallies and activities and any unfavorable background of the leaders and members, specifically revealing names, addresses and places of employment.
- n. Coordinate news releases and information dissemination with publishers of local newsletters; hold meetings and conferences which include publishers of newsletters; be prepared to utilize the newsletter technique as a primary media source in the event that prime-time media is destroyed or otherwise interrupted.
- o. Search out and maintain alternate sources for newsprint and other support materials. Do not depend on one source for administrative supplies. Contact and market actively Black businesses and institutions for support.
- p. Publish technical articles and information on Black economic, social and political issues.
- q. Publicize true and positive role identification of Black defense organizations.
- r. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: BUSINESS

#### MISSION

Your primary responsibility is to create the capital base and facilities necessary for the economic development of Black people and to provide the enterprises and means whereby we become the employers of our own people.

#### EXECUTION

- a. You shall be the primary source of independently-controlled resources of capital, facilities, technology, equipment and administrative and managerial personnel.
- b. Assert a leadership role by committing, as a matter of regular business practice and based on profits, regular tithe contributions to the Black Development Fund. Further, facilitate the participation of your employees in the Black Development Fund by encouraging them to make contributions and providing convenient administrative processes.
- c. Publicize the "Rules for Black Unity, Survival, and Progress" in your corporate publications and by any other means available.
- d. Support local Black fund-raising activities.
- e. Establish a personal relationship with your Congressperson and Senator.
- f. Contribute to the lobbying efforts of trade associations and civil rights groups.
- g. Provide financial, administrative and organizational assistance to Black elected officials and candidates.
- h. Support the Black media through advertisements and subscriptions and sponsor technical articles and programs concerning Blacks. Provide seed money for fund drives, telethons, etc., that address issues and situations of particular concern and importance to the Black people.
- i. Sponsor a Junior Achievement company.
- j. Implement a youth employment program involving high school and college-age youth whether attending school or not.



- k. Support historical Black colleges by:
  - 1. Providing research and development contracts.
  - 2. Establishing scholarship funds.
  - 3. Establishing and contributing to endowment funds.
  - 4. Sponsoring research projects.
- l. Support the Congressional Black Caucus Legislative Internship Program.
- m. Report to your trade or business association the names and positions of individuals involved in anti-Black business activities.
- n. Seek every opportunity to participate in class action suits on behalf of the Black business community.
- o. Seek to enter into business relationships with African and Caribbean governments and entrepreneurs.
- p. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: CORPORATE PROFESSIONALS

#### MISSION

Your primary responsibility is to use the management skills, expertise, and training you acquire in the corporate environment for the development and enrichment of the Black community.

#### EXECUTION

- a. Commit not only your financial resources, but also volunteer your time and talent to worthy Black community development or service projects.
- b. Serve as a positive role model for Black youth. Develop work ethic programs and other means of assisting in their preparation for full employment.
- c. Observe how the covenant relationship within your corporation — “work hard for the good of the whole” — fosters the advancement of your corporation. Determine and apply ways by which the same ethic may be used for the advancement of the Black community as a whole.
- d. Support the Black Development Fund on a regular basis. Contribute in proportion to your income.
- e. Know and support the “Rules for Black Unity, Survival, and Progress.”
- f. Develop networks among Blacks in your corporation to promote high standards of professional excellence, and to collectively render services to the Black community.
- g. When in a position to influence or make decisions within your corporate structure regarding the purchase of goods or services, exert that influence and make those decisions so as to enhance Black economic development.
- h. Develop intra- and inter-communications networks between Black professionals in every major corporation nationwide.
- i. See to it that your corporation maintains a high standard of fairness to the Black community in its hiring, promotion, and community outreach practices.



- j. Keep abreast of all technological advancement, constantly upgrading your skills to remain viable, and pass that information on to others in the Black community.
- k. Develop and implement plans to educate those industries that do not know that it is in their best interest to support the Black community financially, and through employment opportunities offered to Black people.
- l. Join and participate in the Action-Alert Communications Network. Designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: CIVIL RIGHTS

#### MISSION

You are to be the primary monitor, defender and initiator of issues, policies, laws and conditions affecting the civil rights of all Black citizens.

#### EXECUTION

- a. In the carrying out of your mission, you are to develop a program which is centered around issues affecting Black people, and strategies which depend on Black effort alone for success, although tactical coalitions with other groups may be used.
- b. Research, develop and pursue legal actions against those whose policies or practices have the purpose or effect of denying or abridging constitutional or statutory rights of Black people.
- c. Identify and confront opposing forces who are attempting to repeal or countermand specific or existing civil rights. Assign a monitor by category for area, governmental entity, or other logical designation. Assign specific individuals to monitor opposing legislative groups, organizations, government officials and media.
- d. Organize demonstrations targeted at officials, businesses and others who oppose civil rights. Demonstrations shall be controlled and well organized. Seek support of other organizations for participation, planning, security and defense.
- e. Prepare editorials, news articles, and press releases and make public radio and television appearances to articulate pro-civil rights positions.
- f. Plans should be so comprehensive as to include all options necessary to accomplish the desired goal, i.e., persuasion, confrontation, economic sanctions, etc.
- g. Take direct political action to remove from Congress, and replace, those members who: introduce or support legislation which will dilute or dismantle civil rights laws; cripple or abolish civil rights enforcement agencies; limit the jurisdiction of Federal courts to grant broad and equitable relief to the victims of discrimination; or any other legislation which threatens the progress of Black America.



- h. Propose and support legislation, litigation, policies and practices designed to restore Black Americans to their rightful place in the nation's economy, labor market, and educational institutions denied historically by racial discrimination.
- i. Organize for and involve the entire Black population in national selective patronage drives designed to stabilize those institutions of the Black Community that are being de-stabilized.
- j. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: PROFESSIONALS

#### MISSION

As the stewards of modern industrial and scientific technology, your primary responsibility is to insure that access to and the benefits from this technology are available for the development of Black people.

#### EXECUTION

- a. You are to maintain your level of professional development at the state of the art of your field of endeavor, devise and implement means to increase the amount and level of Black American participation in your field, and seek ways to contribute your expertise to organizations and development programs of Black people.
- b. Initiate and support class action lawsuit attacks on violations of affirmative action and equal employment rights.
- c. Support civil rights organizations with membership, contributions, professional expertise and technical assistance.
- d. Report to your CBC Coordinator and local Black media the names and positions of individuals involved in anti-Black activities.
- e. Provide apprenticeship and work-study objectives for Black youth, pursuing a "mentor" concept, and be a positive role model.
- f. Seriously consider and pursue possibilities and opportunities for starting Black businesses in all fields in connection with becoming employers of our own people.
- g. Support the Black Development Fund and strongly advocate the "Rules for Black Unity, Survival, and Progress."
- h. Implement the ways and means of, and actively support, professional networking.
- i. Actively participate in all directed, organized economic selective patronage and picketing activities directed at those who oppose the goals of Black people.
- j. Seek consultant and employment opportunities with Black universities, Black businesses and other Black organizations.
- k. Serve as advisors to local Black Junior Achievement companies.



- l. Form professional coalitions which bring together the performing, management and financial resources for the acquisition of professional athletic franchises.
- m. Form professional coalitions of the performing, management and financial resources to acquire outlets for distribution of entertainment programs and products.
- n. Establish public schools staffed by Black administrators and faculty which initiate plans for cooperation with community youth and adult organizations to establish quality education and superior academic preparation of Black students. These plans must be designed to succeed with or without assistance of specific programs which depend on the majority communities or majority-controlled boards of education.
- o. Initiate coalitions and plans involving educational, administrative and financial resources necessary to establish the highest quality alternative private school education for Black students.
- p. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: LAW ENFORCEMENT

#### MISSION

Your primary responsibility is not only to protect and defend the citizens from criminal elements, but to defend with equal vigor the rights and privileges of all citizens.

#### EXECUTION

- a. By working with crime-prevention community organizations and supporting community-based crime-prevention activities, establish increased, innovative ways of improving your ability to reduce crime. Maintain a high-profile advocacy within your law enforcement agency for the protection of the rights of all citizens.
- b. Take personal responsibility for understanding the community you are serving. Know the key community members and organizations that provide leadership, and seek ways in which you can work with them for common goals of crime control and prevention.
- c. Give special attention to methods and efforts of protecting the elderly, in recognition of their past contributions and current value to Black people, and to offset their increased vulnerability to crime.
- d. Increase drug enforcement efforts and include community sources of information and cooperation.
- e. Support the re-direction of youth gangs toward community involvement and preservation.
- f. Implement a youth motivation and training program among high school and college-age youth. Provide them with career information, positive role models and information on job opportunities.
- g. Promote and advocate the "Rules for Black Unity, Survival, and Progress."
- h. Know your rights and remedies regarding employment discrimination. Learn to detect such discrimination in the most subtle forms. Educate others in this regard. When violations of equal employment and affirmative action laws occur, actively pursue all legal remedies available.
- i. Discourage and condemn brutality, abuse, and disrespect on the part of law enforcement officials.



- j. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: SENIOR CITIZENS

#### MISSION

Your primary responsibility is to provide guidance, expertise and inspiration to all segments of the Black community to insure that Black decisions, actions and programs benefit from your rich knowledge and experience.

#### EXECUTION

- a. You shall maintain close contact and membership with organizations in your fields of interest and expertise, and actively participate with them in their goals and objectives toward developing the Black community.
- b. Research and develop genealogical data in support of class action suits for reparations.
- c. Provide media and your CBC Regional Coordinator with information on violations of procedures and practices established for the benefit and rights of the elderly.
- d. Operate as resource persons for informing your elected officials and your CBC Coordinator of specific unmet needs and requirements of the elderly.
- e. Report to your CBC Coordinator the names and positions of individuals involved in anti-Black activities.
- f. Generate a positive awareness of the role of Black defense organizations in the Black community.
- g. Support development of the youth through:
  1. active participation in re-directing gang members;
  2. initiation of and participation in school tutorial programs;
  3. offering your services as foster grandparents;
  4. serving as advisors to local Black Junior Achievement companies.
- h. Actively participate in all directed, organized economic selective patronage and picketing activities directed at those who oppose the goals and objectives of Black people.
- i. You are to organize and implement voter registration and get-out-to-vote drives, and assist in the registration and absentee balloting of shut-ins.



- j. Spearhead community fund-raisers in support of the Black Development Fund.
- k. Promote and advocate the "Rules for Black Unity, Survival, and Progress."
- l. Make the Black media your primary source for accurate, reliable and complete information regarding the issues affecting any segment of the Black community.
- m. Serve as volunteers in letter writing and mailing and telephone bank campaigns in support of issues affecting any segment of the Black community.
- n. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.

## OPERATION INSTRUCTION

### RECEIVING ORGANIZATION: RURAL AND AGRICULTURAL

#### MISSION

Your responsibility is to continue to develop and administer programs to promote social development among the rural population with particular attention to political participation and economic development.

#### EXECUTION

- a. Identify and catalogue resources existing within rural communities that can support various types of development.
- b. Develop strategies to record and monitor existing resources under control of Black people to determine when they are disappearing or are underutilized.
- c. Develop strategies to put to use accumulated resources to invest in self-development projects.
- d. Promote the construction of new coalitional arrangements to provide for mutual assistance including cooperative development, capital formation and advocacy.
- e. Provide on-going assistance and evaluation of rising participation by rural Black citizens in local government and other institutions.
- f. Monitor the rise of Blacks to decision-making positions within the local government; emphasis should be placed on educational administration, municipal administration, criminal justice, and county administration.
- g. Develop the capacity to counteract the new repression in contemporary rural communities including the revival of the Klan and other efforts to railroad Black leadership.
- h. Decentralize the food distribution system.
- i. Continue efforts to devise ways by which traditional Black institutions (private associations, colleges, churches, etc.) can make a contribution to social development of the rural community.
- j. Secure the Black land base, over 90 percent of which is located in the rural South, and being eroded at an annual rate of 500,000 acres.



- k. Develop a comprehensive youth education project that would ensure a cadre of Blacks interested in and working toward rural development as a means of Black political, social and economic development.
- l. Support and publicize the "Rules for Black Unity, Survival, and Progress," and participate in the Black Development Fund.
- m. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district where you have members.

## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: BLACKS IN GOVERNMENT

#### MISSION

You are the advocate for Black parity in Federal, state and local government.

#### EXECUTION

- a. Promote professionalism among Blacks in government.
- b. Sponsor seminars, training and tutorial programs designed to enhance the skills of Blacks in government.
- c. Know your rights and remedies regarding employment discrimination. Learn to detect such discrimination in its most subtle forms. Educate others in this regard. When violations of equal employment and affirmative action laws occur, actively pursue all legal remedies available.
- d. Volunteer to serve as equal employment/affirmative action officers for your agency.
- e. Provide civil rights organizations with statistics on the number of Black employees at all levels of employment in your agency.
- f. Support the Black Development Fund and strongly advocate the "Rules for Black Unity, Survival, and Progress."
- g. Provide platforms to discuss major issues of local and national significance.
- h. Establish a mechanism for the dissemination of information to Blacks in government on a regular basis (newsletter, handbill, fact sheet, or the like).
- i. Support civil rights organizations with membership, contributions, professional expertise, and technical assistance.
- j. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: BLACK INMATES IN PRISON

#### MISSION

You are primarily responsible for taking advantage of every available opportunity to rehabilitate yourselves and to return to your respective communities as assets rather than as liabilities.

#### EXECUTION

- a. Learn all the rules and regulations of the correctional facility in which you are imprisoned and abide by them so as to avoid unnecessary infractions and decrease the risk of getting an extended sentence.
- b. Work and program yourself for the earliest release possible.
- c. Devote as much time to improving and upgrading your educational and vocational status as you devote to your work assignment and to recreation. Earn your GED and pursue whatever college degrees are available to you during the service of your sentence.
- d. Learn all you can from special classes and seminars on employment, job hunting, interviews, resume writing, parliamentary procedure, rights of ex-offenders, money management, health care, and other essential services.
- e. Know and support the "Rules for Black Unity, Survival, and Progress."
- f. Join and actively participate in inmate organizations designed to foster and develop maturity and leadership ability.
- g. Observe and report to the civil rights organization of your choice the racial composition of the prison population in your facility (number of white, Black, and other prisoners) and the total number of prison employees and the number of Blacks and other minorities on staff (giving special attention to the number of Blacks in administrative positions such as warden, superintendent, caseworker, unit manager, counselor, captain, lieutenant, etc.).
- h. Invite community leaders (civic, religious, business) and public servants to attend all special programs sponsored by Black inmate organizations. Increased community involvement means increased community awareness of what is happening in the prisons and of how community volunteers may effect positive change.

- i. Assist community organizations to develop effective crime-prevention programs. You can assist by sponsoring crime-prevention seminars in the prison (this is an organization project) and by organizing a program designed to deter problem juveniles from lives of crime.
- j. Join the Action-Alert Communications Network; designate a coordinator for each facility.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: BLACK ENTERTAINERS AND ATHLETES

#### MISSION

Your primary responsibility is to utilize your unique ability to capture the attention of Black people to generate the spiritual, political, and financial resources necessary for Black unity, survival, and progress.

#### EXECUTION

- a. Join and actively participate in those national associations of Black entertainers or athletes which work to secure the rights and protect the interests of Blacks in your field.
- b. Provide constructive guidance to young Blacks entering your field on such matters as agent selection, money management, investment opportunities, and future security.
- c. Whenever possible, seek out and hire Black agents and counsel to represent you in all negotiations affecting your livelihood as a professional.
- d. If your profession is one which, for physical reasons, has time limitations on it, vigorously prepare for and engage in a second career in your off-season.
- e. Discourage the use of drugs by your Black peers as a matter of principle.
- f. Support the development of Black youth by:
  1. Projecting an image of excellence in your performances as a professional.
  2. Shunning roles or characterizations that are demeaning to Black people individually or collectively.
  3. Making yourself available to Black youth development organizations for appearances that may inspire and guide Black youth.
- g. Support the Black Development Fund with personal contributions on a regular basis to Black organizations working for the unity, survival, and progress of Black people.

- h. Whenever humanly possible, make yourself available for fund-raising purposes to worthy Black organizations and Black candidates for public office.
- i. Decline to perform or be used in any way for appearances in South Africa or any other racist, apartheid country.
- j. Know and support the "Rules for Black Unity, Survival, and Progress."
- k. Join and participate in the Action-Alert Communications Network. Designate a Congressional District Coordinator in every district in which you have members.



**OPERATION INSTRUCTIONS  
RECEIVING ORGANIZATION:  
SOCIAL, FRATERNAL, AND  
GREEK LETTER ASSOCIATIONS**

**MISSION**

Due to your unique organizational ability your mission is to assist Black people in specialized areas similar to other organizations, but in a more concentrated manner. You are primarily responsible for promoting, cultivating, and preserving actions, virtues, and traditions which enhance the quality of the Black social infrastructure.

**EXECUTION**

- a. In addition your purpose should be to strengthen the Black societal condition by precept, example and encouragement, providing recognition and reward for positive contributions.
- b. Organize and implement programs and events which show the cultural diversity within the Black community to foster a greater appreciation and sense of unity among Blacks. Establish a working group within your organizational structure that specializes in:
  1. Voter Registration
  2. Communication Network Formation
  3. Support of the Black Development Fund
- c. Visibly and with fanfare get involved with the Black community by forming Black School and Medical Care Support Groups.
- d. Establish standing committees to ensure Black membership on Police Civilian Review Boards.
- e. Form congressional liaison committees for every level of government. Ensure that committees meet with political representatives at least quarterly to ascertain their effectiveness in supporting and defending the Black community.
- f. Because Blacks have been editorialized out of American history, establish groups to research and publicize the contributions that Black people have made to the United States in particular and civilization in general.
- g. Support civil rights organizations with membership, contributions, professional expertise and technical assistance.

- h. Provide apprenticeship and work-study objectives for Black youth, pursuing a "mentor" concept, and be a positive role model.
- i. Support development of the youth through:
  1. Active participation in re-directing gang members;
  2. Initiation of and participation in school tutorial programs;
  3. Serving as advisors to local Black Junior Achievement Organizations.
- j. Support the "Rules for Black Unity, Survival, and Progress" and provide recognition and rewards for those who exemplify the carrying out of the Rules.
- k. Act as ambassadors between the Black community and the national and international communities at large, showing the breadth of positive Black contributions and capabilities.
- l. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district where you have members.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: BLACK ELECTED AND APPOINTED OFFICIALS, POLITICAL ORGANIZATIONS, AND VOTER PARTICIPATION ORGANIZATIONS

#### MISSION

Your primary responsibility is to maximize the participation of Black people in the American political system at all levels of government, and to provide leadership in developing, advocating, and ensuring the implementation of public policies that support the needs, aspirations, and progress of Black people.

#### EXECUTION

- a. Support, with your time, talent, and treasure, voter registration drives like "Operation Big Vote" and other efforts to increase Black voter registration by 20 percent every two years during the decade of the 80's.
- b. Develop and participate in voter education efforts to inform Black voters of the issues in every election and how those issues impact Black Americans.
- c. As a means of holding elected officials accountable, keep track of and publicize the voting records of all public officials, especially those who owe their elections to the margin of votes that their Black constituents give them.
- d. Monitor legislation at all levels of government that directly impact the lives of Blacks. Take primary responsibility for developing and drafting legislation, and for articulating public policy positions, that promote progress for Black people. In doing this, be certain to consistently consult and work with Black persons and organizations operating at the grassroots level on problems affecting the social, economic and political well-being of Blacks. Encourage Blacks to lobby and educate them on effective lobbying techniques, especially the development of "grassroots coalitions."
- e. Hire Black professionals, business persons and consultants in the conduct of your campaigns for election or your voter participation programs.
- f. Be a role model for young Blacks who aspire to or assume public office. Be a mentor on how best to handle the challenges, pressures and opportunities of the offices upon which they enter.
- g. Support and encourage the development of "political action committees" (PAC's) by Black organizations. Educate the Black community on the importance and role of a PAC.
- h. Know and support the "Rules for Black Unity, Survival, and Progress."
- i. Support the Black Development Fund with personal contributions on a regular basis to Black organizations working for the unity, survival, and progress of Black people.
- j. Join the Action-Alert Communications Network. Assume your responsibility as a key communicator in the Network. Designate a Congressional District Coordinator in every C.D. in which your organization or network has members.



## OPERATION INSTRUCTIONS

### RECEIVING ORGANIZATION: INTERNATIONAL AFFAIRS ORGANIZATION

#### MISSION

Your primary responsibility is to provide political, fiscal, and cultural support for Mother Africa and the Black Nations of the Caribbean.

#### EXECUTION

- a. Support all nations in the Third World which are struggling to become progressive, democratic states.
- b. Actively oppose Apartheid in South Africa and support the Black Liberation Movements and individuals resisting oppression.
- c. Oppose U.S. economic relations with South Africa and the travel to South Africa by U.S. athletes and entertainers until Black majority rule is achieved.
- d. Support good Pan-African relations between African-Americans and Africans in social, economic and political endeavors.
- e. Support the independence of Namibia under genuine Black majority rule.
- f. Oppose a militaristic U.S. foreign policy and the vast sums of money spent on weapons as opposed to spending more on human needs programs.
- g. Support the dignity and equal treatment of African and Caribbean refugees and oppose their continued discriminatory treatment.
- h. Support increases in economic assistance, trade and investment in African and Caribbean countries by the U.S. and other developed states.
- i. Support a just and equitable peace in the Middle East for both Jews and Palestinians.
- j. Support increased awareness by the Black community of international affairs as the increasing source of many domestic problems.

- k. Promote business relationships between Black American entrepreneurs and African and Caribbean governments and entrepreneurs.

- l. Join the Action-Alert Communications Network; designate a Congressional District Coordinator in every district in which you have members.



## THE ACTION-ALERT COMMUNICATIONS NETWORK

The Black population of our nation resides in about 110 congressional districts where we are 15 percent or more of the population, and where, if we act in concert, not only will we have greater impact upon national legislation, elections and public policy but we will also be able to maximize our leverage in the American economy for economic parity for our people.

Accordingly, the Black Leadership Family has resolved to build an Action-Alert Communications Network among the many organizations and individuals who make up the Black community. Every Black person who is concerned about the unity, survival, and progress of Black people is invited to join the network. Through the network we shall be able to communicate directly with one another when there is a need for concerted action.

This Action-Alert Communications Network with its regional, state, and congressional district coordinators will function to insure maximum involvement of all segments of the Black community in implementing the Plan.

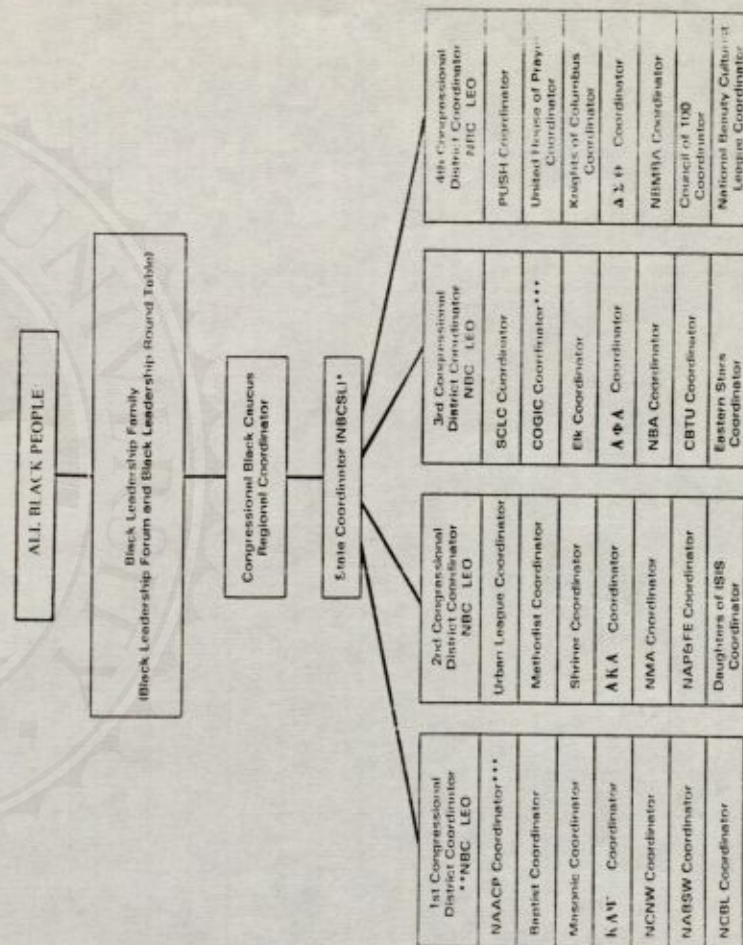
Each participating national organization will designate a person in each congressional district who will coordinate its members in responding to any Action-Alert that may be sent out. That person will in turn relate to an overall Congressional District Coordinator to be designated by and through a process established by the *National Black Caucus of Local Elected Officials* (NBC LEO).

The overall Congressional District Coordinators will in turn relate to a state-wide network coordinator to be designated by and through a process established by the *National Black Caucus of State Legislators* (NBCSL).

The state-wide coordinator will in turn relate to the Congressional Black Caucus member who has responsibility for facilitating communications in the region of which that state is a part.

See the Action-Alert Communications Network chart on the next page.

After Action-Alert notices have been agreed upon by the National Black Leadership Round Table, and the Black Leadership Forum, the CBC Washington office will activate the Network.



\*National Black Caucus of State Legislators

\*\*National Black Caucus of Local Elected Officials

\*\*\*The organizations used here are only examples of participating categories of organization. Every participating organization would designate a C. D. Coordinator.



OPERATION INSTRUCTIONS  
THE ACTION-ALERT  
COMMUNICATIONS NETWORK COORDINATORS

The Network Coordinator for your State is .

Your Congressional District Coordinator is .

The Congressional Black Caucus Member responsible for your State is .

From time to time you will receive additional operation instructions by telephone or telex. Urgent communications are requested based on your assessment of local situations.

Acknowledgement: Acknowledge by calling your Action-Alert Communications Network Coordinators.



Congressional Black Caucus  
H2-344 House Annex #2  
Washington, D.C. 20515

202 — 225-1691

February 5, 1982

Dear Brothers & Sisters:

In my call to the Congressional Black Caucus Weekend of September, 1981—ten years after Ossie Davis' historic appeal to Black Leadership to 'Give us a Plan'—I said that Black Americans are faced with the most serious challenge to develop in this century our rights as citizens to full participation in economic, political, and social life of this nation.

Our theme was "ADDRESSING THE CHALLENGE—IMPLEMENTING THE PLAN." I outlined then four things that we must do:

- FIRST, we must **DEFEND** against assaults on policies that have improved the quality of life for Black Americans.
- SECOND, we must go on **OFFENSE** by shaping and implementing policies that will improve the quality of life for people throughout our nation and our world.
- THIRD, we must **ORGANIZE OURSELVES** into an Action-Alert Communications Network.
- FOURTH, we must **REACH OUT** in **COALITION** with whites, Hispanics, and other minorities whose interests coincide with ours.

The Members of the Congressional Black Caucus and I are extremely grateful to the heads of the hundreds of national Black organizations who, in an unprecedented cooperative effort, have produced this magnificent Black Leadership Family Plan.

Simply put, it is a Black self-help plan. It calls us back to the bridge of an "extended family relationship" that brought us over the troubled waters of nearly three centuries of slavery, racial segregation and discrimination. It is a call to our people to care for, protect, support, and defend one another as we seek to secure for ourselves and our posterity full freedom and an equitable share of the blessings of this nation.