

federal workers, as compared to 36.9 percent of non-minority workers hold positions below GS-9. The program shall articulate specific goals and timetables for increasing the representation of Blacks in the Senior Executive Service, GS grade levels 12 through 15, and presidential appointments.

In terms of presidential appointments, special attention shall be given to top economic policy positions, top-level State Department and other foreign affairs positions, the independent regulatory commissions, the Federal judiciary, the White House Domestic Council, the National Security Council, the Council of Economic Advisers, the Council of International Policy, the Council on Wage and Price Stability and the Office of Management and Budget. A high-ranking Black official should be appointed to the White House Personnel office. There must also be an increase in Black representation on the Democratic and Republican National and State Committees and on the staffs of the National and State Committees of both parties. Further, presidential influence shall be used to further increase employment of Black Americans by international organizations and financial institutions in which the United States participates.

### III. CIVIL RIGHTS AND AFFIRMATIVE ACTION

To campaign and hold office in a manner which makes civil rights and equal opportunity an issue of the highest priority. To speak frequently and forcefully to educate the American public to the large economic and social gaps and disabilities still faced by Black Americans, Hispanic Americans, Native Americans and Asian Americans. To provide vocal support and strengthen the machinery for affirmative action and set-aside programs so as to further progress toward equal opportunity for minority Americans in all aspects of American life.

To voice a strong commitment to ratification of the constitutional amendment to provide full voting representation in Congress for the District of Columbia. To support ratification of the Equal Rights Amendment in a manner which makes clear the interest and concern of Black and other minority women in achieving equality as minorities and as women. In determining compliance with civil rights and affirmative action requirements, Blacks shall be counted as Blacks, women shall be counted as women, clearly identifying those in racial minorities, and other minority racial groups counted as such to avoid double counts and under-representation of any particular group which has been discriminated against.

### IV. MARTIN LUTHER KING HOLIDAY

To support vigorously immediate passage of legislation providing a legal national holiday in honor of the

late Dr. Martin Luther King, Jr. on the third Monday of each January.

### V. CENSUS AND REDISTRICTING

To use the full power of the United States in court against discriminatory redistricting plans which may occur after the 1980 census, and to work to ensure equitable Black representation in Congress and the State legislatures. To actively work to minimize census undercounts in the 1980 and 1985 population censuses, particularly the disproportionate minority undercount. To work to adjust federal fund allocations to respond to the shortchanging of communities with large minority populations which is the result of any disproportionate minority undercount.

### VI. CRIMINAL JUSTICE

To oppose bills purporting to reform the entire collection of federal criminal laws which have any serious negative implications for Blacks and other minorities, including an increase in the already excessive use of incarceration. To support efforts that genuinely reform the criminal justice system, so as to reduce substantially the use of incarceration and discriminatory treatment of Blacks and other minorities, and move toward community-based alternatives to incarceration.

### VII. FOREIGN POLICY

To continue policies toward the African countries articulated by the Congressional Black Caucus and former Ambassador to the U.N. Andrew Young stressing the expansion of economic assistance to that region and majority rule in southern Africa.

To reexamine U.S. policy which emphasizes the negative impact of the Cuban presence in Africa and which maintains cold war concepts to the detriment of our relations with certain African countries.

To encourage the withdrawal of Moroccan involvement in the Spanish Saharan conflict so that the movement there for independence can take its natural course.

To apply increasing economic and political pressure against South Africa to force it to change its racist policies which threaten the peace and security of the whole continent, and is a degradation of human rights, with grave implications for other global areas.

To increase refugee relief assistance for Africa, which has the greatest number of refugees in the whole world, and to correct the inequity in the amount of funds for African refugees in comparison to those from southeast Asia and Eastern Europe.

To change the U.S. immigration system which has discriminated against the Haitian boat people, while favoring those from southeast Asia.

To bolster economic and political relations with other countries of the Caribbean which are suffering from disruptive conditions that create problems on the doorstep of the U.S.

# BLACK VOTER

# GUIDELINES

# 1980

CONGRESSIONAL BLACK CAUCUS

306 House Annex #1

Washington, D.C. 20515

December 20, 1979

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**TO GAIN THE FULL AND ENTHUSIASTIC  
SUPPORT OF BLACK VOTERS, A  
PRESIDENTIAL CANDIDATE MUST PLEDGE  
TO THE FOLLOWING:**

**I. FULL EMPLOYMENT AND BALANCED  
GROWTH IMPLEMENTATION**

To use as a basis for overall economic policy the strict implementation of law which requires balanced economic growth to achieve maximum production, full employment and reasonable price stability.

To oppose economic policy which applies the "trade-off" of fighting inflation by slowing down the economy, bringing on recession, and increasing unemployment.

To offer alternatives to fiscal and monetary policy which promote inflation by inducing credit crunches, and raising interest rates, creating shortages and scarcities.

To oppose slashing programs in the Federal Budget which could be used as strong anti-inflationary tools because they could target growth in areas where inflationary shortages and scarcities are most acute.

To endorse fighting inflation by attacking directly the most serious problem areas of energy, food, health care and shelter.

To support and introduce specific legislative programs which will meet the 1983 targets in the Full Employment and Balanced Growth Act of no more than 3 percent adult and 4 percent overall unemployment, and a reduction in the disproportionately high unemployment rates of Black Americans, Hispanic Americans, young people and women.

To support the following specific implementation measures:

**1. CETA**

Funding of the Comprehensive Employment and Training Act (CETA) at the level authorized by statute, especially full utilization of the authorization trigger in Title VI countercyclical public service employment portion of the Act. Forward funding of the training programs authorized under CETA to provide better coordination with local education. Improvement and expansion of CETA youth programs to create an additional one million employment and training positions in order to reduce the discrepancy between youth and adult unemployment rates. Efforts to improve the coordination of CETA, especially the Private Sector Initiative Program under Title VII, with other federally-funded job creation programs and federal contracts.

**2. HOUSING**

Government housing programs for low and moderate-income families and for the low-income elderly should be expanded to increase the housing supply and to reduce inflation in housing prices and rents. A

commitment to a minimum of 2 million new housing starts and to 500,000 new subsidized units per year into the 1980's should be made. The Fair Housing Amendments Act, providing the Department of Housing and Urban Development with cease and desist power and other enforcement tools should be endorsed.

**3. ENERGY**

An energy policy which does not use price to further conservation, but rather shares the burden of conservation equitably. To support continued subsidies to help lower-income persons, with special emphasis on the low-income elderly, to pay utility bills. To end oil price decontrol; support for legislation making the United States government the sole importer of foreign oil; support for legislation requiring the vertical and horizontal divestiture of energy companies. Further reliance on nuclear energy should be discouraged because of the safety hazards as well as the impracticality of large-scale energy production from nuclear sources. Renewable energy resources, such as solar power, must receive the same governmental subsidies and incentives which traditional energy resources have received.

**4. HEALTH**

A national health plan which provides quality health care equally to all people regardless of their economic circumstances, with particular concern for those who cannot afford to pay and who are discriminated against by medical institutions, and to make passage of that plan a matter of the highest urgency. The health plan shall provide a means to move to eliminate the distinctions between health care availability for Black Americans and senior citizens and for others in moving to eliminate the gap between health status of minority and White Americans. To support legislation and the use of executive power to allocate medical resources for underserved communities and the reduction of the high cost of medical care.

**5. EDUCATION**

Increase federal attention to educational policy as a matter of top priority. The federal government must increase its funding level for education three-fold at a minimum. Categorical funding programs must be continued, and supplemented by block grants or unrestricted funds, which must be new money and not simply represent a realignment of existing categorical programs.

Programs in career education, counseling and compensatory education and extension of quality early childhood education to every disadvantaged child in the country. There must be monitoring of the extent to which funds under the Elementary and Secondary Education Act are allocated and spent.

The constitutional principles enumerated by the U.S. Supreme Court and Federal law relative to school desegregation, including hiring and promotion prac-

tices, must be upheld, enforced and supported. There should be sharply increased efforts to eliminate de facto segregation in our schools through substantial federal aid to school systems seeking to desegregate either within the system or in cooperation with neighboring school systems.

**6. HIGHER EDUCATION**

Adequate funding of the historically Black colleges and universities and other post-secondary institutions which serve low-income students, including federal research contracts and grants. The inability of these institutions in most instances to compete successfully for federal dollars in grants and contracts make the Higher Education Act's Developing Institutions program essential. It should be funded at its full authorized level. Basic Educational Opportunity Grants Program and other federal student financial aid programs should be supported with adequate appropriations and should be adjusted to respond to rising costs.

**7. URBAN & RURAL DEVELOPMENT AND  
MINORITY BUSINESS**

Articulate during the campaign and implement in office a comprehensive program of urban and rural development to assure local integration of federal grant programs to improve their potential impact and assure that they are implemented in a coordinated manner especially utilizing the training programs under CETA to prepare workers for employment created by other federal programs. Institute measures which would guarantee that Federal agencies will strictly enforce and implement Public Law 95-507, which amends the Small Business Act and Small Business Investment Act of 1958 to facilitate greater participation of small and minority business in the government procurement system. Institute other measure which would assure that the mandate to triple minority procurement will be strictly enforced.

**8. FEDERAL BUDGET PRIORITIES**

A 5 percent real increase in the budget for discretionary federal domestic programs providing assistance for lower-income persons and for minorities. Recognition must be accorded to the fact that the rapidly increasing defense budget, as currently planned, denies money to these vital domestic programs that should be addressed on the basis of their own merit. To work for a real reduction in defense spending.

**II. BLACK PARTICIPATION IN THE FEDERAL  
GOVERNMENT AND POLITICAL PARTIES**

To formulate a program to increase the representation of Blacks in the federal workforce so as to eliminate the discrepancies indicated by the fact that the total percentage of Black federal employees at GS-16 and above has remained constant at only 0.1 percent of the total for the last decade, and that 74.3 percent of Black