

Long-Term Strategic Plan for Black America

Nine Functional Sectors: “Responsible Parties” that Develop and Implement Plans for Meeting Black America’s Human Requirements



Long-Term Strategic Plan Panel

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The above list of LTSP Panelists excludes the names of nine persons, who participated in and contributed to selected aspects of the Panel’s deliberations, related work, and the development of this publication. However, for a variety of reasons, those persons requested that their names not be reflected here.

The LTSP Panel extends deep gratitude to the following selected External Reviewers of a draft of this LTSP document:

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Selected Acronyms

ATUS	American Time Use Survey
BEA	Bureau of Economic Analysis
BLS	Bureau of Labor Statistics
CCA	Common Country Analysis
CDC	Center for Disease Control and Prevention
COFOG	Classifications of the Functions of Government
DPOS	Defense, Public Order, and Safety
EPA	Environmental Protection Agency
GPS	General Public Service
HCA	Housing and Community Amenities
LTSP	Long-Term Strategic Plan
NAEP	National Assessment of Educational Progress
NBPC	National Black Planning Council
NGO	Non-governmental organizations
RRC	Recreation, Religion, and Culture
UN	United Nations
US	United States

*Our **PURPOSE** is to provide a long-term strategic plan (LTSP) for Black America in a framework that extends general guidance to produce independence, self-reliance, self-determination, and liberty.*

*Given the fast-changing nature of our world, our **INTENT** is to present key current (and future) problems that Black America faces (will face) and related strategic responses using broad brushstrokes. Therefore, we take care to avoid micromanaging those (Responsible Parties and the National Black Planning Council) tasked with executing this LTSP.*

*If halls of fame were restricted to presenting inductees from the past 30 years or so, and if they were the only places visited by aliens, then those aliens would leave Earth with the impression that Black Americans were the greatest, most creative, and most prolific people living in the US. Unfortunately, Black America tends to forget this fact and, of course, White America has no interest in reminding us of our **GREATNESS**.*

*The massive interest of young Black Americans must be attracted to this
LTSP.*

Letter of Transmittal

To Whom It May Concern:

This *Long-Term Strategic Plan for Black America* is provided courtesy of a Long-Term Strategic Plan (LTSP) Panel that was convened by Baba Laurence Tunsil, as suggested by Baba Amefika Geuka, during January 2022. The Panel commenced its work on February 24, 2022 and met virtually on a monthly basis until this document was completed in June 2023.

While the methodology employed by the LTSP Panel is described in Appendix I, the document proper presents the results of the LTSP Panel process. The document and its attendant files describe a 100-year-long strategic plan for Black America that commences now and is expected to culminate in Black Americans (Afrodescendants) representing a highly independent, self-sufficient, and self-determined people on a distributed basis. At the 100-year mark, Black Americans' quality of life will be so favorable as to cause us to confirm that our well-being is being provided far better than anywhere else in the world.

An early and essential element of the LTSP is the formation of a National Black Planning Council (NBPC) at the outset of plan execution. The NBPC will guide subsequent fulfillment of the LTSP, conduct periodic assessments/evaluations and course corrections, and will be responsible for extending the plan beyond 100 years.

Black American (Afrodescendant) readers of this document should contemplate the benefits this LTSP offers, and then join the prescribed efforts that will lead to full realization of the plan's goals. The coordinated/integrated nature of the LTSP helps ensure that, although we will perform our individual tasks and duties, we will all be able to experience exhilarating joy (in accordance with two Nguzo Saba principles, Umoja (unity) and Ujima (collective work and responsibility)) as we achieve objectives and the plan's ultimate goal.

Black Americans (Afrodescendants) have been developing short-term plans and acting on a fragmented basis since the onset of our engagement with Europeans in America. Also, we have attempted, unsuccessfully, to live peaceably with other American groups. Now we have an organized and unified plan that is designed to enable us to evolve as an independent, self-sufficient, and self-determined people. If we fulfill this plan (modified appropriately along the way), then we will see the realization of the hopes and dreams of our ancestors, and we will finally bask in a warm glow befitting the greatest people (according to history) that have ever walked the face of planet Earth.

Together we can execute this LTSP. We will be successful if we put forth maximum effort. Most importantly, we richly deserve what this LTSP promises to produce.

Sincerely,

Baba Laurence Tunsill
Convener LTSP Panel

Executive Summary

Introduction

In January of 2022, Baba Laurence Tunsill began assembling a Long-Term Strategic Plan (LTSP) Panel at the urging of Baba Amefika Geuka. The Panel convened for the first time on February 24, 2022, and met monthly thereafter until this LTSP document was released in July 2023. The charge given to the Panel by Baba Tunsill was to produce a plan that would provide guidance that Black Americans can use to find our way from the bottom of the US socioeconomic ladder to the very top. The “top” here does not refer solely to the highest possible US level, but to the top or best in the world. Imagine a Black America 100 years hence that assesses its condition as being the most favorable possible condition.

LTSP Rationale

This LTSP document was developed because a long-term plan did not exist for Black America. In fact, the entire world at the lowest socioeconomic levels features short-term thinking: From media programs, to business and statistical reporting, to government budgets, to business plans. However, for a people of over 45 million to transition from nearly nothing to substantially something, a long and systematic plan is required.

The purpose of the LTSP document is to provide a roadmap for real change and progress for Black America. During our engagement with Europeans in America that began during the 15th century, Afrodescendants have been spun up and around on a sojourn designed by others for others’ benefit. All the eras experienced (imprisonment/slavery, Reconstruction, Jim Crow, Civil Rights, Affirmative Action, Equal Opportunity, and now Diversity, Equity, and Inclusion) included the promise of favorable outcomes and change. However, what was initially sold as favorable for us was always turned on its head, became detrimental to us, and favorable for others.

The fact that Blacks in America had no long-term plan meant that we had no goals, landmarks, or longitudinal metrics against which to measure real progress. Not knowing where we were in relative terms on a path of real progress meant that we kept repeating the same mistakes and remaking the same wheel when plans operationalized against us led to crises. This LTSP is designed to provide an exit from a road of oppression and second-class citizenship treatment, and to place us on a path of real and measurable progress that will culminate in a superior position for Blacks in America in a global context.

LTSP Design

By “design” of the LTSP is meant the process by which the LTSP document was produced, the reference unit to be considered, underlying assumptions, the document’s framework, and identification of the plan’s key operators.

The LTSP Panel was comprised of grassroots activists interested in addressing Black America’s difficulties. Panelists embodied a wide range of expertise. Where expertise was absent on

important topics, experts were sought to provide pertinent insights—some became permanent Panel members. As already noted, the Panel convened monthly to hammer out agreement on definitions of starting-point terms, to determine fundamental underlying assumptions for the LTSP, to define and construct the LTSP document’s framework, and to prepare and review the LTSP document.

The Panel formed early agreement on a fundamental underlying assumption about Black America’s development space. Although the well-known and factual sentiment that Black America constitutes a “nation within a nation” was acknowledged, for a variety of reasons the Panel agreed to forego proposing to carve out a single territory in North America where a sizeable portion of the Black American population would aggregate under a separate governance system. Rather, the Panel decided to develop a plan for achieving self-reliance, self-sufficiency, and self-determination in existing, distributed Black American areas of influence (communities). (Self-determination means unrestricted exercise of the right to explore, choose, and operationalize a plan for conducting our lives.) It was believed that this approach facilitates smooth and progressive phased development that would appeal to, and not alienate, most Black Americans. Moreover, this phased *in situ* approach to independence is less likely to be disrupted by remaining racial and ethnic groups in the country that already enjoy the benefits of owning and controlling their areas of influence. The widespread distributed nature of this effort also poses a logistics problem for those interested in attacking us. Importantly, the Panel recognized that this LTSP is optimal for Black American areas of influence in large urban areas, but less so for Black Americans in smaller cities and towns. However, Black American efforts to achieve self-determination in large urban areas should influence favorably outcomes in smaller locales.

The Panel comprehended that the relevant framework required to improve outcomes for Black Americans in the short and long run is governance. Therefore, the Panel adopted the operational functions delineated in the *Classification of the Functions of Government (COFOG)* for developing the LTSP. (*COFOG* is a ten-part system that many countries use to classify their expenditures by function.) Combining two of *COFOG*’s ten functions, the Panel addressed the full scope of Black American life for nine functions: (1) General Public Service (GPS); (2) Defense and Public Order and Safety (DPOS); (3) Economic Affairs; (4) Environmental Protection; (5) Housing and Community Amenities (HCA); (6) Health and Wellness; (7) Recreation, Religion, and Culture (RRC); (8) Education; and (9) Social Protection.

In addition to determining the scope of the LTSP, it was critical to adopt a structure for addressing each *COFOG* function or sector. The Panel selected the Common Country Analysis (CCA) from the United Nations development framework as the structure for elaborating Black America’s problematic status for most aspects of life, present specific needs, and then to outline phased directives/actions that will transform and elevate Black America over the next 100 years.

As the final aspect of the LTSP framework, which is the pivot point for plan success, the Panel found it appropriate and relevant to identify Responsible Parties as the operators/actors who will execute the plan. Responsible Parties are organizations, institutions, and individuals already operating within the nine *COFOG* functions/sectors to improve outcomes for, and to support, Black Americans. We suggest such Responsible Parties in each CCA.

After completing the design of the LTSP, the key remaining task was to identify phased objectives for each COFOG function/sector that will ensure systematic progress toward the overarching goal of achieving a superior position in all areas of Black American life.

LTSP Goals

In identifying goals for the LTSP, the Panel sought to emphasize Black America's Afrocentric foundation and nature, and to structure goals that focus on achieving high levels of human well-being, as opposed to reaching materialistic targets. Operationally, the overarching goal for the plan is reached in a 100-year period as a result of successful achievement of overarching goals for each of the nine functions/sectors. Overarching goals are realized through objectives that are aligned over eight phases: (1) years 1-5; (2) years 6-10; (3) years 11-15; (4) years 16-20; (5) years 21-40; (6) years 41-60; (7) years 61-80; and (8) years 81-100.

The LTSP's overarching goal to be achieved by the 100-year mark is:

Black Americans (Afrodescendants) will describe our quality-of-life as being #1 in the world with respect to our ability to fulfill our desires and experience the best possible well-being. We will identify ourselves as the happiest, healthiest, most educated, most physically satisfied, and safest people on Earth.

The following are highlights of the efforts to be undertaken and overarching goals (outcomes) for the nine functions/sectors that will produce the just-identified LTSP overarching goal:

General Public Service.—Operationalizes a National Black Planning Council (NBPC), which will provide oversight for developing required administrative infrastructures for the remaining eight sectors and the successful integration and execution of the LTSP. This sector should cause Black Americans to enjoy superior governance within our areas of influence.

Defense and Public Order and Safety.—For external defense, this sector collaborates with other sectors to advance a “nonviolent” offense, but prepares progressively for potential incursions by opposing forces. Internally, the sector establishes self-provided security and fire protection services within Black areas of influence, while moving progressively to gain full control of police and fire protection services that are currently provided mainly by outsiders. This sector should cause Black Americans to experience the safest possible and most secure physical environment.

Economic Affairs.—Collaborates extensively with the Education and other sectors to develop the human, physical, financial, and cultural capital required to progressively produce goods, services, and innovations to fully meet demand in our areas of influence. The sector will spearhead campaigns to transform Black American minds increasingly toward “group economics” and all that that implies. It will seek to expand and grow entrepreneurship and the economy broadly in our areas of influence so that Black America experiences superior material satisfaction.

Environmental Protection.—This sector will raise awareness concerning environmental quality in Black American areas of influence and increase our capacity to ensure environmental quality so that Flint, Michigan and Jackson, Mississippi cases, for example, disappear. The work of this sector will cause Black Americans to enjoy life with superb environmental quality.

Housing and Community Amenities.—Collaborates extensively with the Education and Economic Affairs sectors to progressively develop financial, intellectual, and entrepreneurial requirements for supplying the range of required physical infrastructure (housing, educational, commercial, communal, and other amenities) in our areas of influence. Also collaborates with the Recreation, Religion, and Culture sector to execute strategies for gaining ownership/control of our areas of influence. This sector will cause Black Americans to enjoy elevated satisfaction with the provision of housing and other required amenities in our areas of influence.

Health and Wellness.—Transforms Black America’s health and wellness perspective so that we adopt, and become immersed in, a “prevent, fortify, and flourish” paradigm/culture. Also, transforms four key aspects the current healthcare delivery system: (1) The approach to treatment; (2) the logistics for healthcare provision; (3) the point of emphasis for healthcare delivery; and (4) the financing of healthcare. This sector will enable Black America to enjoy best in the world health and well-being in the form of life expectancy.

Recreation, Religion, and Culture.—For recreation and culture and from a Black American perspective, there is emphasis on guaranteeing fair and appropriate compensation (from a Black American perspective) for Black Americans’ exceptional skills and creative abilities, which can help underwrite important aspects of development in our areas of influence. For religion, it requires Black Americans to demand greater transparency from organizations/institutions and to bring a halt to “elite capture.” For all three subsectors, it calls for a return to Afrocentric principles. This sector will enable Black Americans to enjoy, and be the purveyors of, the world’s finest recreation, religion, and culture.

Education.—Resurrects and invents Afrocentric curriculums and educational systems that are promulgated by Black Americans to ensure that our areas of influence embody the required knowledges, skills, abilities, training, and mentalities to fulfill our needs. Implementation of the plan for this sector will cause Black Americans to supersede all other racial and ethnic groups in the world in educational performance.

Social Protection.—Collaborates with all other relevant sectors to provide high-quality social protection for a variety of needs. Emphasizes the installment of Afrocentric communal principles that will enable Black American areas of influence to efficiently provide for our social protection needs. It will cause all Black Americans to value all our people (irrespective of their conditions), engender a high sense of communalism, and ensure that all within the walls of our areas of influence benefit from the best possible social protection.

The following is a list of what the LTSP Panel believes will be Black America’s most important achievements over the next 100 years:

- Birth a renewal of our minds, which become increasingly Afrocentric with a return to a strong family and communal social system that reflects group economic principles.
- Become the primary educators and trainers of our own to meet our needs.
- Experience widespread adoption of healthy lifestyles and living.
- Observe a mushrooming and deepening of entrepreneurship that enables us to efficiently produce to meet and finance our and others' needs especially: Food; clothing; shelter; energy; transportation; education, information technology and communications; and entertainment.
- Come to fully own and control our areas of influence.
- Develop the capacity to protect our areas of influence.
- Leverage our unique historical legacy and developmental experiences to improve conditions in the world—especially for Black people of the world.

Conclusion

Any significant undertaking deserves a plan of certain duration. However, contemplation of transforming and uplifting Black Americans from the bottom of the socioeconomic system to its very heights demands an elongated plan that is strategic. This 100-year LTSP is broad enough in scope and detailed enough in actions/directives to serve as sound guidance that will enable Black America's rise. The plan calls for us—not outsiders—to operationalize the plan with an attitude of “we go with what we got” and “by any means necessary.” This plan moves Black America from talk, to consideration of the plan, to a decision to implement (work) a long-term process that will fulfill our long-held desires and those of our ancestors. At the same time, to be successful, the massive interest of young Black Americans must be attracted to this LTSP.

The LTSP Panel does not anticipate blind acceptance of this plan; it should be scrutinized, modified, and revised so that it is perfectly fit for purpose. While great Black personalities and groups have developed plans before, to our knowledge, an LTSP of 100-years duration has not been prepared to date. Therefore, the LTSP Panel urges Black America to use this plan and seize the opportunity to begin in earnest our rise, to accelerate it, and to realize our destiny of liberty (freedom). If we do not act now, then the world of tomorrow may not even remember us as a footnote in history.

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Introductory Content

Black Americans (Afrodescendants): Who are We?

According to works published by great historians including Ivan Van Sertima and Runoko Rashidi, today's Black Americans can lay claim to indigenous status in the Americas.¹ Not only were we Black and in the Americas (including land that now comprises part of the United States (US)) before Columbus arrived, but most US histories record inadequately the story of a wave of prisoners from Afrika who were forcibly brought here to populate the territory and then country as unpaid labor (so-called slaves). Therefore, **physically**, we are **Afrikan** descendants, who have been denied self-determination (unrestricted exercise of the right to explore, choose, and operationalize a plan for conducting our lives) and liberty (freedom) since the coming of Europeans to the Americas.² We have endured purposeful racism (under a White supremacy/ domination regime) and discrimination that resulted in the forced extraction of our unpaid economic production, the denial of our basic right to develop as a people, and the rape of our women. As fate would have it, and because all humans descend from Afrikans, Europeans' rape of our women produced Black Americans whose phenotypes parallel those of all nations and peoples of the world. We believe that we were made this way so that we can speak—even in a foreign tongue because our mother tongues were cut out—in the best interest of all the world's nations and peoples when we say that Europeans have exhibited toward and against Black Americans the most grievous of behaviors in the history of the modern world. Consequently, Europeans in America are called to recompense.

Mentally, we experienced a systematic reengineering of our minds by Europeans that removed our Afrocentric concepts, views, and thoughts about this glorious world. In place of our wonderful minds, the European implanted a mindset that causes many of us—still today—to be uncertain of our worthiness to enjoy the inalienable rights and dignities of every human being who has walked the Earth upright. Europeans used and use all conceivable means, especially a twisting of the initial intents of the three Abrahamic religions to condition Black Americans to love, honor, and respect, the very ones who should be despised—Europeans. In fact, Europeans' brainwashing techniques were and are so successful that they caused and cause many Black Americans to despise ourselves. However, Black Americans continue to awaken, relearn to love ourselves, stand tall, claim victory, and look in righteous indignation upon Europeans who found it necessary to resort to such tactics because of greedy materialism and a sense of inadequacy.

Spiritually, through all the foregoing, we were able to hold on to a sense of faith because that was all that could not be ripped from our very hearts. Late at night in slave quarters, down by the rivers, in the swamps, and in the forests, we worshipped to maintain our connection with a belief that, in time, circumstances would change. This faith is consistent with science and all the great religions that were given to the world by Afrikans. And while many Black Americans are becoming more "scientific" and less "religious," we all know that "a lie cannot stand forever." This is especially true when the Afrocentric minds, which developed the fundamental principle on which all Earth societies stand (although these principles were corrupted), fight back with truth.

We are Black descendants of Afrika in America (Afrodescendants). Today, we forge a vision for the world that is rooted in the greatness and grandeur of past Afrikan civilizations, but that accounts for our turmoil in America and the overcoming of it. We know that we are best prepared to lead a world with compassion and humility to the highest known human civilization on Earth. But before we achieve that, we must first restore ourselves. This Long-Term Strategic Plan is an important step in that restoration.

Why an LTSP?

In the spirit of scientific inquiry, there may be no more important question than “Why?” Accordingly, at the outset of our task to develop a Long-Term Strategic Plan (LTSP) for Black Americans (Afrodescendants), it was prudent to ask: Why perform this work?

The answer was multifaceted but simple. We did not have a long-term plan, and we could fill a gap by developing one.³ But this raised the question: Why do Black Americans need an LTSP? Are not Black Americans integral to the United States, and does not the US have an LTSP? The answer is yes to both questions. The problem is that the plan(s) that the US has for Black Americans is(are) not favorable for us.

What do we know about the US plan(s) for Black America? History tells us that Black Americans are awarded nothing in the American system based on merit. Everything that we have achieved has come through struggle. We have had to plead and beg the US government and our citizen counterparts to permit us opportunities to function fully in society. Begrudgingly, scheme after scheme has been devised, and laws after laws have been enacted. However, while seemingly favorable on their face, the schemes and laws are always ultimately intended to benefit the wider society more so than Black America. Those who manage the US socioeconomic systems have learned that they can use Black Americans—our physical bodies and activities—as sources of work and economic activity to enrich the larger nation.

Of course, there has been some filtering around the edges as certain selected Black Americans (a few) are allowed to rise economically—but always within the grasp of shadow controllers. These Black Americans are never independent and free to function unconstrained and in their own best interest and that of their people.

Consequently, we have come to see the handwriting on the wall. We have concluded that the US socioeconomic systems have no intent to ensure the best outcomes for us. Therefore, we cannot, and do not, want to fit into the plan(s) that the US has for Black America.

Rather, we want to go another way. We want to follow an independent, self-sufficient, and self-determined path to self-actualization, realization, fulfillment, and liberty. We want to ensure our own favorable future. As a result, we decided to construct an LTSP for us by us. It is only by developing and executing our own LTSP that we can guarantee, with the mercy and grace of the Creator and the supporting power of our ancestors, a place in the sun for us today and for our posterity tomorrow.

Reparations, Human Rights, and this LTSP

The Panel that formulated this Long-Term Strategic Plan (LTSP) strongly supports the Reparations concept and Black America’s right to receive Reparations from the most culpable party, the US Government. Also, the Panel supports efforts to achieve self-determination for Black America through a “Human Rights” approach—a path that begins at the United Nations (UN). However, when considering these two efforts along side the plan outlined in this LTSP document, it is transparent that, even if Reparations and Human Rights thrusts for self-determination are successful, Black America will still require a plan to ensure our proper socioeconomic development and to achieve a well-deserved higher level of well-being. This LTSP document is such a plan.

Reparations

This LTSP document is a plan to improve the lives of Black Americans and to ensure our most favorable future well-being. Execution of the strategies suggested herein is not dependent or contingent upon the availability of Reparations resources.

The LTSP Panel acknowledges that Black Americans should, and will, continue to pursue Reparations. However, we should not be paralyzed by that pursuit or procrastinate in acting to enable self-sufficiency, self-reliance, and self-determination while awaiting Reparations.

It goes without saying that financial resources will be required often to achieve the goals and objectives delineated in this document. However, we should not await Reparations to identify required financial resources. Rather, the LTSP Panel supports forward movement now with what we have (“we go with what we got”). When Reparations resources come—if and when they come and in whatever form(s)—they can augment the resources that we have already assembled to broaden and deepen our efforts toward liberty and a higher level of well-being.

As a word of caution, it is common knowledge that, at the time of this writing, well over 100 Reparations entities have formed in the US. This signals an inefficient effort to pursue Reparations and reflects the absence of a widely-accepted plan to make America pay. Therefore, the LTSP Panel urges Black America to develop an overarching plan for pursuing Reparations on which most Black Americans can agree. The just-mentioned planning effort is beyond the LTSP Panel’s mandate and this document makes no attempt to address Reparations. There is no doubt that Black America can multitask. Therefore, the LTSP Panel agreed to adhere to its charge, and to rely on other Black Americans to address the very important Reparations topic.

Human Rights

The LTSP Panel acknowledges and supports the work of organizations that are pursuing self-determination for Black America through the UN using Human Rights principles and protocols. Like Reparations, success with the Human Rights approach—if realized—should help accelerate ongoing efforts outlined in this LTSP document. Also, as in the case of Reparations, Human Rights work should not delay or impede work prescribed in this LTSP. Finally, given the multiplicity of ongoing Human Rights efforts, the LTSP Panel suggests a unification of these efforts and the formation and execution of an overarching plan to conserve resources and intensify the thrust.

Prerequisites for Success

It is essential that mainly the young among us identify, ensure possession of, and/or have the knowledge to build and use prerequisites for success as we undertake this Long-Term Strategic Plan (LTSP) journey.

Do not be disheartened, but the prerequisites for success are too numerous to mention. In fact, Black America will need—and must use—*all* our knowledges, skills, and abilities to resurrect ourselves into a new space that is self-determined and filled with liberty. However, here we present eight of the most important prerequisites for success. We will use the following mnemonic to enable an easy grasp of these prerequisites: TTATFUWD (TATFOOD).

- T Transformation.**—The first and most important prerequisite is that Black Americans undergo a transformation and renewal of our minds. Our minds must be awakened to the fact that we are in an undeclared war against our opposers on all imaginable fronts, we have been brainwashed in the most adverse ways, and that we must recapture our Afrocentric minds to combat effectively our condition and move forward with securing self-determination and liberty.
- T Transparency.**—We must work to ensure that our thoughts and actions are accessible to all in our areas of influence (communities). Everything must be “above board.” Even if it takes longer to write, read, or explain, we must work to ensure transparency on this journey.
- A Accountability.**—Commitments must be fulfilled. When commitments are not fulfilled, then we must provide a timely explanation for our failures and then recommit to fulfilling initial commitments or establish new commitments.
- T Trust.**—It is through a renewal of our minds, transparency, and accountability that we can forge trust (see the LTSP Panel’s definition of trust in the Appendix II Glossary). Once Black Americans regain unwavering trust in each other, then the world had better get ready for earth shattering developments.
- F Faith.***—We must possess deep confidence (belief) that we will be successful.
- U Unity.***—We must be of *one* body, mind, and spirit as a people. Some may argue that this is a tall order; that we do not know how to practice and build unity. We take this opportunity to remind us that unity is simply the result of unifying formerly unique/separated units. What we know is that households can become unified when members work together to grow and prosper the family. We know that households of faith become one when members commit to single-minded faith. Sports teams unify around a single vision to win. Black areas of influence singly and on a combined basis can unify by immersing ourselves in a single-minded effort to achieve self-determination and liberty using this LTSP.
- W Work.***—Black America is no stranger to hard work. On this self-determination and liberty journey, we must commit to smart, strategic, and, sometimes, hard work.
- D Determination.**—This “determination” is related to, but different from, “determination” in the term “self-determination.” The latter implies that we have the right to choose and state our paths, objectives, and goals; i.e., to utter words. And while words are very important, in our thrust for self-determination we must be “determined” to work to travel the paths we choose to logical conclusions, work to fulfill our objectives, and work to reach

our goals. To achieve this, we must possess and reflect persistence, stick-to-itiveness, and tenacity—a “never give up” and a “by any means necessary” attitude.

When applied properly mainly by the young among us and their posterity, these eight prerequisites will guarantee Black America’s success in achieving self-determination and liberty. What is that proper application? A good metaphor is a chemically dependent person who is willing to do “whatever it takes” to get clean. Like the addict, and irrespective of the obstacles, we must be willing to do “whatever it takes” to reach the logical ends of our paths, fulfill our objectives, and meet our goals, which will end in self-determination and liberty. Applying this “whatever it takes” commitment to TTATFUWD prerequisites will get us where we desire to go. This LTSP outlines the details of that going.

*--These three prerequisites are included in an Afrocentric Nguo Saba (seven principles) that undergird the Kwanzaa Celebration, which was developed by Dr. Maulana Karenga: (1) Umoja—Unity; (2) Kujichagulia—Self-Determination; (3) Ujima—Collective Work and Responsibility; (4) Ujamaa—Cooperative Economics; (5) Nia—Purpose; (6) Kuumba—Creativity; and (7) Imani—Faith. This LTSP includes several references to selected Nguzo Saba.⁴

A Phased 100-Year LTSP

Our Overarching 5-Year Supporting goal: To have secured agreement by ALL relevant religious, political, economic, educational, scientific, and social organization (“Responsible Parties”) that this rough 100-year plan is desirable and desired. To have formed a National Black Planning Council (NBPC) that is functioning effectively to fulfill this Long-Term Strategic Plan (LTSP). To have attracted massive interest of young Black Americans in this LTSP.

Our Overarching 10-Year Supporting goal: To have realized the full operation of an NBPC in the context of this LTSP document, including the onset of revenue raising to facilitate LTSP execution. Specifically, efforts are well underway to: Develop a national communications platform/system that reaches all Black Americans; implement an information campaign that is designed to influence Black Americans’ willingness to achieve greater independence and unity (Umoja); and engage in collective work and responsibility (Ujima) that will produce self-sufficiency and self-determination (Kujichagulia). Our efforts in the area of cooperative economics (Ujamaa), especially for financial institutions in Black areas of influence, are growing/expanding rapidly.

Our Overarching 15-Year Supporting goal: To have measured meaningful progress vis-à-vis our starting point across all nine sectors of this LTSP. Black Americans (Afrodescendants) can observe physical and mental/emotional improvements in our quality-of-life (well-being).

Our Overarching 20-Year Supporting goal: To have established a solid Black American (Afrodescendant) evolutionary/developmental process through this LTSP document that will improve our socioeconomic quality of life (well-being) that will exceed those experienced formerly.

Our Overarching 40-Year Supporting goal: To have raised the well-being of Black Americans (Afrodescendants) to the level where none of us live in want and all of us have access to high-quality food security, housing, employment opportunities, access to meaningful education at all relevant levels, health, and physical security.

Our Overarching 60-Year Supporting goal: To have established Black Americans’ (Afrodescendants’) evolutionary/development processes as a prototype for other Afrodescendant nations in the Western Hemisphere and on the Afrikan Continent to emulate.

Our Overarching 80-Year Supporting goal: Through our own efforts and through cooperation and coordination with other Afrodescendant, Afrikan, and other nation states, to have elevated the Black American (Afrodescendant) quality of life to be in the top decile of people in the world in socioeconomic well-being.

Our Overarching 100-Year Goal: Black Americans (Afrodescendants) will describe our quality-of-life as #1 in the world with respect to our ability to fulfill our desires and experience the best possible well-being. We will identify ourselves as the happiest, healthiest, most educated, most physically satisfied, and safest people on Earth.

Overview

This “Overview” serves as a concise summary of an over 55-year historical context that commenced at the end of the 1960s. We (Black Americans/Afrodescendants) live at the end of that context. It sets the stage for the remainder of this document. It highlights how we arrived at the current state. It promises that this Long-Term Strategic Plan (LTSP) document, if implemented properly, can take us to a bliss point 100 years hence. It also delineates what you can expect to find as you make your way through this plan.

Since the assassination of Civil Rights leader, Rev. Dr. Martin Luther King, Jr., Black America has experienced what many consider to be significant material and social “progress.” It is true that a selected group of Black Americans now enjoy significant wealth/prosperity—significant enough to make the list of US billionaires and millionaires—due to well-crafted policy initiatives that did not originate in the Black American camp. However, a more scrutinizing examination of developments reveals that others have benefitted more from these policy initiatives than Black Americans. Here, we are considering Racial Integration; Affirmative Action; Equal Opportunity; Diversity, Equity, and Inclusion; and the like. This says nothing about policies that have been designed to harm Black America overtly and egregiously: e.g., the Crack Cocaine Epidemic; the War on Crime; the LGBTQ Movement; the Opioid Epidemic; some may say the COVID-19 Pandemic; etc. Not only did we not plan and implement these policies, but our “leadership” has been unable to steer us clear of the cliffs from which we have fallen. Simply put, in 2023, Black Americans still reside in an America that treats most of us, undeservedly, as second-class citizens.

It is also true that the Black American experience over the past 55-years is largely a product of our unwillingness/inability to develop a new—“by any means necessary”—mindset. As already noted, those who experienced a Eurocentric renewal of their minds, performed actions, and exhibited behaviors acceptable to White Americans, and were able to find a way out and up—to a level permitted by Whites. Sadly, most of Black America does not fit that description. Accordingly, we must ask the question: Why some and not others? We could and should answer: Only the “selected” overcome. On the other hand, it is appropriate to turn to leadership (in our homes, our areas of influence (communities), our religious and secular organizations, and even in politics) and say that they have largely failed. They have had no long-term strategic plan to extricate Black America from the endless five-component cycle: (1) Crisis events; (2) protests; (3) concessions; (4) redirections of concessional benefits; and (5) a return to the *status quo*.

Enter the murders of Trevon Martin, Tamir Rice, Michael Brown, the execution of George Floyd, the 2020 COVID-19 Pandemic, and the intensification and redirection of our use of social and entertainment media tools. This confluence of events had a unifying influence upon us, brought us to a new awakening concerning our condition, and is motivating more efforts to “find a way.”

As part of finding a way, certain grassroots elders (Babas) collaborated in identifying a few willing workers to “identify a way.” These elders initiated an effort to research, discuss, and hammer out an LTSP that will take us from the *status quo* to a point 100-years hence when we will be able to say that we are self-sufficient, self-sustained, and self-determined. At that 100-year point, if the plan is sound and if it is executed properly, then we should be able to experience a level of physical and mental/psychological well-being not experienced in North America by Black people since the

coming of Europeans. We should be able to say that we are experiencing life the way it should be lived, and that—all things considered—there is no better well-being available for us anywhere else in the world.

This LTSP document includes Common Country Analyses (CCAs) for nine key functions/sectors that span the breadth and scope of our lives in the US:⁵

- (1) General Public Service (GPS) with its National Black Planning Council (NBPC)
- (2) Defense, Public Order, and Safety (DPOS)
- (3) Economic Affairs
- (4) Environmental Protection
- (5) Housing and Community Amenities (HCA)
- (6) Health and Wellness
- (7) Recreation, Religion, and Culture (RRC)
- (8) Education
- (9) Social Protection

The CCAs characterize our current conditions, identify our needs, discuss the actions that should be taken to meet our needs and improve those conditions, and present phased plans for achieving optimal well-being for us over the next 100 years.

The plan calls for the GPS sector through its NBPC to integrate and coordinate the work of the remaining eight sectors (which have their own set of 100-year goal and objectives) and to orchestrate our efforts over the next 100 years to reach our overarching goal. Working together and pausing periodically to measure our progress, assess how our world is changing, and incorporate appropriate revisions/adjustments to the plan, will certainly enable us to reach our goal.

Also, this LTSP document considers, in some detail, how the plan should be executed during its first five years and beyond, and what outcomes we should expect over the next 100 years.

We round out this LTSP document by presenting brief biographies of grassroots willing workers who helped formulate it, a summary of the methodology used to produce it (Appendix I), and a glossary of key terms (Appendix II) that were debated and on which definitional agreements were reached as we crafted a plan that has a high probability of success and effectiveness to produce outcomes that we seek and so richly deserve.

¹ See I. Van Sertima (2003), *They Came Before Columbus: The African Presence in Ancient America*, Random House, New York; and I. Van Sertima, Editor (1992), *African Presence in Early America*. Transactions Publishers, New Brunswick.

² In recognition of the Provisional Government of the Republic of New Afrika (PGRNA), its storied history in pursuit of Black Liberty, and the dedication of one of its key officials (Baba Asinia Lukata Chikuyu) in working to develop this LTSP, LTSP Panelists concurred on rendering Afrika with a “k” not a “c” throughout this publication.

³ As of the end of 2020 there were five plans or “agendas” for Black America. See the Methodology in Appendix I on page 117 for more information about these plans and the LTSP Panel’s consideration of them.

⁴ Details of the Nguzo Saba can be found at: <https://www.officialkwanzaawebsite.org/> (Ret. 040623).

⁵ The source for these nine functions/sectors is discussed in the Methodology (see Appendix I).

Common Country Analyses

Common Country Analyses

A “Common Country Analysis” (CCA) “...is an objective, impartial assessment (a description of what is happening) and an analysis (a description of why it is happening) ...” of developments in a country. In this case, we are concerned with what, why, and how events have transpired in the United States (US) vis-à-vis Black Americans. A CCA is an essential element of the United Nations Development Assistance Framework, which is designed to enable the international community to grasp problems and solutions that confront countries or specific groups within countries.¹ We adopted the CCA framework for developing this Long-Term Strategic Plan (LTSP) document because it is elegant, informative, and effective in addressing Black American concerns in the US. Also, these CCAs may be employed jointly or separately by Black Americans or other domestic or international parties to help produce justice for Black Americans at some point in the future—to the extent that we (Black Americans) accept such outside intervention.

The CCAs presented in this LTSP document convey the conditions (existing outcomes) of specific aspects of life in the US for Black Americans and suggest methods (a strategic plan) that can improve future outcomes for Black Americans. These CCAs transform general conversations and assumptions about the Black American condition into an evidenced-based written record to which responses can be directed.

CCAs reflect the following consistent design and are prepared for nine aforementioned functions/sectors that span the scope and breadth of life for Black Americans in the US:²

- A description of the concerned function/sector and its coverage.
- Delineation of the status of Black Americans with respect to the function/sector.
- A description of efforts that should be undertaken to meet our needs and improve outcomes/well-being for Black Americans in the function/sector in the context of self-sufficient, self-reliant, and self-determined governance units that operate (*in situ*) on a distributed basis (i.e., in separate “areas of influence” or “communities” in urban areas across the US).
- An enumeration of potential Responsible Parties that appear to be best suited to, and that will be invited to, perform the aforementioned actions/work.
- A “textual” presentation in a table format of strategic actions that will lead to the achievement of the overarching 100-year goal for the function/sector in eight time phases: (1) years 1-5; (2) years 6-10; (3) years 11-15; (4) years 16-20; (5) years 21-40; (6) years 41-60; (7) years 61-80; and (8) years 81-100.

Given the nature of long-term strategic plans and the scope and breadth of the function/sectors covered, the CCAs overlap and must be coordinated and integrated by implementers of the plan—namely by the GPS sector and its NBPC—to produce optimal results.

¹ United Nations Development Group (2017). *United Nations Development Assistance Framework Guidance*, p. 21. https://unsdg.un.org/sites/default/files/2017-UNDAF_Guidance_01-May-2017.pdf (Ret. 052022).

² The nine functions/sectors (General Public Service; Defense, Public Order, and Safety; Economic Affairs; Environmental Protection; Housing and Community Amenities; Health & Wellness; Recreation, Religion, and Culture; Education; and Social Protection) are based on a *Classifications of the Functions of Government (COFOG)*. For more on *COFOG*, see Appendix I on “Methodology” on page 117.

CCA – General Public Service and the NBPC

Sectoral coverage

The General Public Service (GPS) sector covers: *Executive and legislative operations; Financial and fiscal affairs; External affairs; General services; Public debt transactions; and Knowledge and financial flows between sectors.*

The GPS sector provides guidance (under the executive and legislative component) for the smooth functioning of an “independent” and “self-determined” Black America. This includes facilitating proper and effective governance through selected/elected representatives or direct representation by individual Black Americans, who participate in decision-making. To perform its work, the GPS sector must arrange for its financial and fiscal affairs and those of other sectors involved in the execution of this Long-Term Strategic Plan (LTSP) document as warranted. The GPS sector coordinates with external entities: i.e., other peoples and nations that engage with a self-determined Black America. The GPS sector not only provides for the assembly of intellectual expertise and physical and financial assets required for its implementation of this sector of the LTSP document, but also for ensuring that other sectors organize the proper human, physical, and financial capital to execute the tasks to which they have been assigned. If the LTSP process results in debt, then the GPS sector is responsible for managing that debt, being very cautious to avoid the pitfalls of many nations that become trapped in a debt cycle/spiral.¹ Finally, the GPS sector must guarantee that all sectors engaged under the LTSP umbrella communicate and collaborate vigorously and effectively to ensure a minimum of overlap and duplication and a maximum of leveraging resources (intellectual, physical, and financial) that are available across sectors to achieve established goals and objectives.

Given the nature of this LTSP (especially the fact that it is mainly a plan for developing/evolving a new socioeconomic system), this CCA will reflect heavy emphasis on the GPS sectors’ oversight role, which will help ensure successful achievement of the LTSP overarching 100-year goal. The GPS sector’s 100-year goal is:

Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible governance (GPS). Also, existing GPS institutions, policies, and procedures are sufficient to sustain a superb quality of life going forward.

Status of the Black America’s governance/leadership

As Black Americans grab the reins of self-governance and leadership, some may argue that we do not have the requisite capacity to face challenges that lie ahead. Our retort is that we have an overabundance of leadership. The following information highlights the numerous leadership capacities in which Black Americans serve. This leadership expertise will be called upon to ensure that there will be no dearth of Black leaders to generate excellent governance for us by us.

- Political Leaders (national, state, county, municipal) (over 9,500).²

- Church Leaders (ecclesiastical and lay): There are about 40,000 Black religious congregations in the US. Each congregations reflects positions of, and opportunities for, leadership.³
- Entrepreneurs (employers and nonemployer firms): As of 2019, there were over 3.2 million Black American enterprises. Each enterprise represents an example of operational leadership.⁴
- Labor Union Leaders.⁵
- Educational Leaders (two- and four-year colleges and universities, (28,458); and elementary, middle, and high school principals (9,550)).⁶
- Leaders in Governmental Bureaus (national, state, counties, and municipalities).⁷
- Leaders in Private Corporate America (25,500).⁸
- Leaders in Social Organizations (Prince Hall Masonic Lodges are in 42 states and Washington, DC; Jack & Jill Chapters (252); and an unknown number of Elks Lodges, Eastern Star Lodges, Greek Letter Organization Chapters, etc.)⁹
- Leaders among the Active-Duty Military (6,969) and Police (900) Officers.¹⁰
- Head Coaches at all sports levels: Professional, college, high school, and pre-high school.¹¹
- “Gang” Leaders (30).¹²

The foregoing list concerns “Black leaders,” which means that such a designation conveys a widely accepted separation between Black America and the rest of America. As just outlined, we have an over-abundance of leaders, who can comprise the leadership of a self-reliant, self-sustained, and self-determined people. Moreover, according to the US Department of Labor, Bureau of Labor Statistics, there are 17.9 million Black American households (consumer units) that is another excellent source of leadership.¹³ While all households may not function at what might be considered a “high” level, there is no doubt that someones (dual-headed) or someone (single-headed) in each of these households is performing leadership duties to ensure that household members’ needs are met.

Sectoral needs and rationale

An important supporting goal of the LTSP is to achieve independence, self-sufficiency, and self-determination. Accordingly, it is critical that this plan provide guidance on how Black Americans can work through the GPS sector to develop an effective and smoothly functioning independent and self-sustaining governance system/process and related institutions.

Governance

An important key to governance success is to ensure appropriate and balanced representation for each sector covered by this LTSP document. Each sector has duties, responsibilities, overarching goals, and objectives as outlined in eight phases over a 100-year period. Therefore, it is critical that high-quality and highly motivated representatives are selected for this purpose. For each of the nine sectors highlighted in this document, Responsible Parties are identified. These Responsible Parties are individuals and organizations that should possess the requisite skills and abilities to execute the duties and responsibilities of their respective sectors to ensure that

objectives and goals are met. Consequently, the first agenda item for the LTSP process is for the GPS sector to convene “Representatives” of all remaining eight sectors so that they can begin the LTSP document implementation effort. This convening of representatives will constitute the formation of a National Black Planning Council (NBPC).

Representatives that comprise the NBPC will serve on a *gratis* basis. Only relevant and necessary administrative and logistical expenses can be reimbursed (either by the NBPC or by any units formed by Responsible Parties for LTSP sectors) to NBPC Representatives. More specifically, the NBPC and all units formed by Responsible Parties that are associated with LTSP sectors should view their operations as being of a not-for-profit (nongovernmental organization (NGO)) variety. These units should produce and maintain financial records and follow practices consistent with NGO organizations. Care should be taken to not secure discretionary funds that can be expended in ways that are inconsistent with traditional NGO operations.

NBPC Representatives will have the following ongoing duties and responsibilities:

- Ensure an inaugural review of, and the formation of a consensus concerning, the goals, supporting goals, and objectives of the LTSP document. The NBPC will also be tasked with updating the LTSP document on a phase-by-phase basis.
- Organize the regular (minimum) quarterly virtual convening of the NBPC.
- Form a permanent NBPC *Secretariat* that will have the duty and responsibility of ensuring proper financial and nonfinancial record keeping of NBPC operations and ensure that information flows effectively across all NBPC Representatives and their respective sectors. Notably, a key role of the NBPC *Secretariat* is to facilitate the collection and digital publication of statistics required for sound governance/management of the LTSP process.
- Serve as a forum for presentation, discussion, and analysis of ongoing activities in all LTSP sectors.
- Ensure the proper formation and presentation of legislative issues on which all Black Americans can weigh in (vote). All substantive legislative issues should be placed before the people.
- Develop (conceptually and practically (in reality)) or otherwise acquire and then implement a digital information technology (IT) platform that permits all relevant Black Americans to vote on relevant legislative issues. This would be considered a form of cyber governance.¹⁴ This IT platform will require the following characteristics: (1) Identification of Black Americans who pledge support for a self-determination effort as outlined in this LTSP document; (2) registration (User IDs and Passwords or other protocols) that will permit secure logins and voting; and (3) an easy ability to expand (new additions) and purge (expirations) the platform of participants. The IT platform would operate on Black American owned and controlled servers and should incorporate “Block Chain” or other technologies that prevent/limit outsiders’ efforts to distort our information flows.
- Honor the will of the Black American people by adhering to their decisions delivered by votes on NBPC legislative issues.
- Develop the ways and means to identify and collect financial resources for the effective operation of the NBPC *Secretariat*, and to assist LTSP sectors in obtaining financial resources required to implement the LTSP document to fulfill goals, supporting goals, and

objectives. Form and maintain an Economic Development Council to assist with these efforts.

Given the existence of a fully functioning NBPC, all remaining eight LTSP sectors with their Responsible Parties must perform the following functions:

- Ensure the regular (minimum quarterly) convening of LTSP sector Responsible Parties in advance of the NBPC’s quarterly convenings.
- At two-year intervals, select a “Representative” and an “Alternate” to participate in the NBPC. The “Alternate” would appear in NBPC convenings when the “Representative” is unable to appear.
- Identify a “Responsible Party” within LTSP sectors to serve as the Sector’s *Secretariat* (SS). The SS can operate on a rotational basis (different Responsible Parties) on a phase-by-phase or basis. However, for phases that exceed five years, SS should be selected on a quinquennial basis.
- The SS must ensure proper financial and nonfinancial record keeping and effective communications between all Responsible Parties and across all relevant other sectors.
- Each sectors’ Responsible Parties must collaborate vigorously to:
 - Review and form consensus concerning LTSP goals and objectives.
 - Collaborate to ensure proper and effective implementation of LTSP goals, supporting goals, and objectives.
 - Collaborate internal to the sector and with the NBPC to ensure that sufficient human and financial capital are secured to implement LTSP goals, supporting goals, and objectives.
 - Receive information flows from the NBPC through their sector’s Representative (Alternate) and provide information flows to the NBPC through their sector’s Representative (Alternate).
 - Collaborate with other (non-GPS) sectors as required and as suggested in the LTSP document.
 - Honor the will of Black American people by adhering to their decisions delivered by votes on NBPC legislative issues.

Finance

The NBPC should use all available means to secure financial support, including but not limited to: (1) Direct and organized voluntary transfers (random or systematized) from individual Black Americans; (2) transfers requested by the NBPC from enterprises that operate in Black American areas of influence (communities) that are heavily pledged to support Black American self-determination under the NBPC’s governance; (3) sizeable transfers from selected Black Americans who have the wherewithal to do so; (4) transfers from external (international) sources—individual, institutional, and governmental; and (5) other sources to be identified by the NBPC, including potentially the incurrence of financial liabilities—for which Black Americans must concur broadly.

External Affairs

The NBPC should serve as the fiduciary of those Black Americans who support it in the conduct of engagements with external entities: Individuals, institutions, and governments. Because such engagements are likely to affect directly or indirectly the lives of Black Americans who pledge their support to NBPC governance, the NBPC should develop—when relevant and as circumstances permit—appropriate legislative issues that should be set for a vote by Black Americans. In this way, the “people” will have a say in important external affairs.

Fundamental governance theories

This GPS CCA is developed using the following fundamental theoretical framework, which provides a rationale for the perspectives adopted herein. The theoretical framework includes the following principles:

Theory of social action. Agents (in this case, individual Black Americans, Representatives, Alternates, and Responsible Parties) are not likely to engage in social action unless and until there is a clear vision that the payoffs (**benefits**) to be received from social actions are likely to exceed **costs** that will likely be incurred when engaging in, or as a result of, social actions.¹⁵ No attempt is made to circumscribe the nature of the benefits or costs. The social actions of relevance here include, but may not be limited to: (i) Pledging support for an NBPC, which is charged with implementing this LTSP; (ii) voting on legislative issues proposed by the NBPC; (iii) agreeing to make voluntary monetary transfers to an LTSP sector or to the NBPC; and (iv) perform actions/duties outlined in particular sectors of this LTSP or as proposed by an LTSP sector or the NBPC.

Theory of special interests. When there are “rents” (not rental payments, monetary and/or nonmonetary benefits) to be gained from a socioeconomic arrangement, then individuals or groups (special interests) are likely to form to seek to capture these rents.¹⁶ However, it is generally agreed that “rent-seeking” behavior is wasteful and inefficient. In the end, rent seeking has the effect of raising the costs and prices of the goods or services that are to be produced/provided under the socioeconomic arrangement. Therefore, it is urged that the NBPC and each LTSP sector assess carefully the socioeconomic arrangements that are formulated and take every possible action to dissuade/prevent/prohibit rent-seeking efforts.

Elite capture. The saying is that “leadership has its privileges.” This concept lends itself to the idea of “elite capture.” That is, certain persons (leaders, the elite) or segments of a social arrangement are positioned strategically to capture unmerited benefits that should otherwise be available to everyone.¹⁷ Elite capture has the effect of reducing morale within a social arrangement and, thereby, a willingness by everyone in the social system to exhibit maximum effort to achieve goals, supporting goals, and objectives. Therefore, everyone operating under the umbrella of this LTSP document should be awake to the possible development of elite capture scenarios, and to take every action to dissuade/prevent/thwart them.

Suggested Responsible Parties

The General Public Service sector CCA outlines the formation of an NBPC that will guide the execution of this LTSP. The NBPC is to be comprised of Representatives (Alternates) from each of the remaining eight sectors in this LTSP. Each sector will be responsible for selecting a Representative and an Alternate. For completeness and convenience, we list the eight sectors here: (1) Defense, public order, and safety; (2) Economic affairs; (3) Environmental protection; (4) Housing and community amenities; (5) Health and wellness; (6) Recreation, culture, and religion; (7) Education; and (8) Social protection.

GPS overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated eight-phase 100-year LTSP, Table 1 presents the phased 100-year overarching goal and selected objectives for the GPS sector. The assumption is that Black Americans will begin to operationalize self-determination on an “in-place” (*in situ*) basis.

Table 1. GPS Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	Form a National Black Planning Council (NBPC) and ensure that all sectors are represented on the council; review and obtain general consensus on the execution of this LTSP; develop an NBPC <i>Secretariat</i> ; identify ways and means to obtain resources for NBPC operations and the operations of all remaining eight sectors as warranted (form and maintain for the duration of this plan an Economic Development Council to assist with these efforts); develop a digital IT platform that will facilitate sign-up and login by Black Americans willing to pledge support for the NBPC and its LTSP document (this IT platform will be used for voting on legislative issues); begin to convene regularly (minimum quarterly); facilitate communication flows across all LTSP sectors and promote communications through the sectoral hierarchy—from the sector down to the local level and back up; collaborate specifically with the communications component of the Economic Affairs sector to identify the most favorable options for reaching as many Black American households as possible—Internet/Social Media (Black owned and operated) (OBT, Our Black Truth), Television (the Allen Media Group), Radio (Sankofa Revolutionary Radio and/or other Black owned and operated stations), Black owned and operated Internet Newspaper(s); work to obtain a baseline on Black Americans’ well-being with respect to governance through a survey.
2	Year 6-10 objectives	Continue all relevant operations and activities from phase 1; review the LTSP and adopt any required course corrections; redouble efforts to evolve methods for obtaining financial resources and systematize them; continue to serve as a clearing house for information across LTSP sectors; finalize and operationalize the digital IT platform and initiate voting on NBPC legislative issues; begin regular broadcasts into Black Americans’ households on key governance issues using all media platforms; reassess Black Americans’ governance well-being through a survey.

No.	Phases	Goals and Subgoals
3	Year 11-15 objectives	Continue all relevant operations and activities from previous phases; review the LTSP and adopt any required course corrections; expand efforts to obtain financial resources; continue to serve as a clearing house for information across LTSP sectors and assist sectors with obtaining resources for LTSP implementation; improve the digital IT platform that is used for voting on NBPC legislative issues; continue regular broadcasts into Black Americans households of key governance issues; reassess Black Americans' governance well-being through a survey.
4	Year 16-20 objectives	Continue relevant operations and activities from previous phases; perform a comparative analysis of Black Americans' well-being at the 20-year mark using the assessments that were performed during earlier phases; adopt course corrections for the second 20 years of the LTSP (GPS and other eight sectors) and reach a broad consensus on the way ahead; and given a solid base of operations, the NBPC should begin to reach out externally to obtain resources and to assist other Black people of the world as human and financial resources permit.
5	Year 21-40 objectives	Continue relevant operations and activities from earlier phases; perform a comparative analysis of Black Americans' well-being at the 40-year mark using the assessments that were performed during earlier phases; adopt course corrections for the third 20 years of the LTSP (GPS and other nine sectors) and reach a broad consensus on the way ahead; continue to engage externally to obtain resources and to assist other Black people of the world as human and financial resources permit; and begin to assess whether Black Americans favor an expanded realization of self-determination—i.e., a more centralized territory(ies) or diaspora movement.
6	Year 41-60 objectives	Continue relevant operations and activities from earlier phases; perform a comparative analysis of Black Americans' well-being at the 60-year mark using the assessments that were performed during earlier phases; adopt course corrections—to include possible expanded realization of self-determination—for the fourth 20 years of the LTSP (GPS and other eight sectors) and reach a broad consensus on the way ahead; and continue to engage externally to obtain resources and to assist other Black people of the world as human and financial resources permit.
7	Year 61-80 objectives	Continue relevant operations and activities from earlier phases; perform a comparative analysis of Black Americans' well-being at the 80-year mark using the assessments that were performed during earlier phases; adopt course corrections for the fifth 20 years of the LTSP (GPS and other eight sectors) and reach a broad consensus on the way ahead; and continue to engage externally to obtain resources and to assist other Black people of the world as human and financial resources permit.
8	Year 81-100 objectives OVER ARCHING GOAL	Update as required and continue operations of incomplete strategies outlined in earlier phases; formulate a new 100-year LTSP. Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible governance (General Public Services). Also, existing GPS institutions, policies and procedures are sufficient to sustain a superb quality of life going forward.

¹ The LTSP Panel urges that no debt be incurred from White financial institutions to the extent possible, including well-known international (global) financial institutions.

² Statistics on Black elected officials were collected by the Joint Center for Political and Economic Studies until 2002. See <https://www2.census.gov/library/publications/2010/compendia/statab/130ed/tables/11s0413.pdf> (Ret. 111622). At that time, there were nearly 9,500 Black elected officials at the national, state, and local levels—including leaders elected to law enforcement and education positions. The 9,500 estimate is adopted as a very conservative estimate of the number of Black elected officials today. It is important to note that, to our knowledge, there are no comprehensive statistics concerning Black Americans playing leadership roles in the administration of political parties.

³ The 40,000 estimate is based on somewhat dated information from Eileen W. Lindner, Editor (2010). *Yearbook of American and Canadian Churches*. Abingdon Press, Nashville. The estimate reflects the number of churches reported for the following Black Christian denominations: African Methodist Episcopal Church, African Methodist Episcopal Zion Church, Christian Methodist Episcopal Church, Church of God in Christ, National Baptist Convention of America, National Baptist Convention USA, and Progressive National Baptist Convention. Given the existence of other Black Christian denominations and other Black religious organizations, the estimate likely understates the actual number of Black religious congregations and the related volume of Black religious leaders.

⁴ Adam Grundy and Lynda Lee (2022). “Increase in Number of U.S. Black-Owned Businesses Between 2017 and 2019.” U.S. Department of Commerce, Bureau of the Census. <https://www.census.gov/library/stories/2022/02/increase-in-number-of-united-states-black-owned-businesses-between-2017-and-2019.html> (Ret. 110122).

⁵ To our knowledge, there are no comprehensive statistics on Blacks in labor union leadership roles. However, the US Department of Labor, Bureau of Labor Statistics reported for 2022 that Black American workers are the most likely of any racial/ethnic group to be labor union members. <https://www.bls.gov/news.release/pdf/union2.pdf> (031123). Also, UnionTrack.com (<https://uniontrack.com/blog/black-union-leaders> (Ret. 031123)) reported in 2020 on 15 important high-level Black American labor union leaders.

⁶ The number of Black leaders of higher educational institutions is for 2020 and is from the US Department of Education, National Center for Education Statistics (NCES). <https://nces.ed.gov/ipeds/datacenter/Statistics.aspx> (Ret. 110122). The number of Black principals in public schools is for the 2017-18 school year and is from NCES. https://nces.ed.gov/programs/digest/d20/tables/dt20_212.08.asp?current=yes (Ret. 110122).

⁷ Research reveals that there are no official statistics on the number of Black managers in government bureaus (departments and agencies) for all three levels of government.

⁸ This figure was obtained by multiplying the 2021 US Department of Labor, Bureau of Labor Statistics’ estimate of the number of corporate managers (leaders) of about 510,000 (<https://www.bls.gov/Oes/current/oes110000.htm#nat>) by the McKinsey Company estimate (5.0 percent) of the percentage of Black Americans who are corporate managers (<https://www.mckinsey.com/featured-insights/coronavirus-leading-through-the-crisis/charting-the-path-to-the-next-normal/in-corporate-america-black-senior-leadership-remains-scarce>) (Ret. 110122).

⁹ The statistic on the number of US states with Prince Hall Grand Masonic Lodges is from <http://bessel.org/masrec/phachart.htm> (not secure); and the statistic on the number of Jack & Jill Chapters is from (<https://www.jackandjillinc.org/>). (Ret. 012223).

¹⁰ The estimate of Black active-duty military leadership (officers at 04-010 rank) is from the Office of the Deputy Secretary of Defense for Military Community and Family Policy (2020), *2020 Demographics Profile of the Military Community*, p. 25. US Department of Defense. <https://www.militaryonesource.mil/data-research-and-statistics/military-community-demographics/2020-demographics-profile/> (Ret. 011823). According to NOBLE (National Organization of Black Law Enforcement Executives; <https://noblenational.org/>) an estimate of Black police leadership (at the chief level) is unknown. We estimate the number of Black American police chiefs by assuming (in connection with endnote 8 above) that 5.0 percent of all police chiefs are Black. According to the US Department of Justice, Bureau of Justice Statistics, there were 18,000 police department/forces in the US in 2016 (<https://bjs.ojp.gov/content/pub/pdf/nsleed.pdf> (Ret. 110322)). The estimate presented in the text (900) could be considered a lower-bound because Black assistant and deputy chiefs also serve in leadership roles.

¹¹ Statistics are unavailable, but we estimate that there are hundreds of Black head coaches.

¹² According to Wikipedia, about 30 Black “gangs” operate in the US, some with affiliates in multiple locations; https://en.wikipedia.org/wiki/List_of_gangs_in_the_United_States (Ret. 110122). These “gangs” represent unique opportunities for leadership.

¹³ US Department of Labor, Bureau of Labor Statistics (2022). “Table 2100. Race of reference person: Annual expenditure means, shares, standard errors, and coefficients of variation, *Consumer Expenditure Surveys*, 2021.” <https://www.bls.gov/cex/tables/calendar-year/mean-item-share-average-standard-error/reference-person-race-2021.pdf> (Ret. 110122).

¹⁴ Brooks B. Robinson (2022). “A Purer Democracy under Cyber Governance: Future Implications for Black America’s Political Economy.” BlackEconomics.org. <https://www.blackeconomics.org/BEAP/apdbape.pdf> (Ret. 012323).

¹⁵ Mancur Olson (1971). *The Logic of Collective Action: Public Goods and the Theory of Groups*. Harvard University Press: Cambridge.

¹⁶ Gordon Tullock (1965). *The Politics of Bureaucracy*. Public Affairs Press: Washington, DC. Anne Krueger (1974). “The Political Economy of the Rent-Seeking Society.” *American Economic Review*: Vol. 64; No. 3, pp. 291-303.

¹⁷ Olufemi Taiwo (2022). *Elite Capture: How the Powerful Took Over Identity Politics (And Everything Else)*. Haymarket Books, Chicago.

CCA – Defense, Public Order, and Safety

Sectoral coverage

This Common Country Analysis (CCA) combines two functional sectors: Defense and Public Order and Safety (DPOS). Defense (D; *Military and civil defense*) concerns providing overarching security mainly externally. Public Order and Safety (POS) entails domestic provision of: *Police services; Fire protection services; Operation of law courts* (civil and criminal); and *Prison and jail systems* (including services to prepare prisoners’ return to society). In combination, DPOS, when supplied effectively in the context of this Long-Term Strategic Plan (LTSP), will ensure that Black Americans remain safe and secure.

The broad strategy reflected in this LTSP is for Black Americans to achieve self-reliance, self-sufficiency, and self-determination in distributed areas of influence throughout the US. Also, because Black Americans will be inside the US, our primary “defense” concern is to protect ourselves from US Governments and their military/police and forces. We must never forget that history reveals how local governments have bombed Black American areas of influence.¹

On the other hand, this biblical David (Black Americans as interpreted through the *Old Testament’s First Samuel*) vs. Goliath (US Governments and their military force) potential scenario is unthinkable and lopsided. It would take divine intervention to save Black America if fighting ever erupted. Because we believe that we must, to the extent possible, provide our own intervention, it may be in our very best interest to rely on a type of nonviolent defense. This approach involves keeping before the Afrikan Diaspora, Afrika, and the global populace through the international media (especially independent and Black media) a clear view concerning the undeserved treatment of Black Americans as second-class citizens in the US, who experience racial discrimination and are prevented from developing properly as a people. We comprehend that this is the exact opposite of the image that the US sells to the world. However, we must be persistent in conveying the reality so that the world community of nations can come to our rescue/support—at least in principle—as US Governments exhibit increasingly egregious treatment and operationalizes even more dastardly deeds against us.

The primary “Public Order and Safety” concerns are to:

1. Expand Black Americans’ roles in police services and gain control of the provision of police services in our areas of influence.
2. Operationalize a strategy that will reduce Black Americans’ encounters with police officials.
3. Evolve law-related apparatuses in our areas of influence that will be so Afrocentric that, like Afrikan societies of old, we will function without the need for jails/prisons and can come to exclude these terms from our vocabulary.²
4. Expand Black Americans’ roles in fire prevention and fire-fighting services and gain control of fire prevention and firefighting operations in our areas of influence.

5. Continue reducing our prison and jail populations and motivate improved methods for preparing Black American prisoners and residents in our areas of influence for the former's return to our society.

By addressing each of these concerns effectively through the eight-phase plan that we will present later in this CCA, we expect to achieve the following DPOS overarching goal—in the context of the 100-year overarching LTSP goal:

Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible provision of DPOS. Also, existing plans for providing future DPOS are sufficient to ensure safety and security well into the future.

Status of the Black America's DPOS

The following facts about the US Defense military system are germane:

- Fiscal year 2021 spending for defense (operational and capital spending) was \$904 billion.³
- According to the US Department of Defense (DOD), there were 1.3 million active-duty military personnel in 2020.⁴
- Based on 2020 statistics from the DOD, Black American comprised 17.2 percent of active-duty personnel, who were unevenly distributed across all ranks. Nineteen percent of active-duty enlisted personnel were Black, while only 9.0 percent of active-duty officers were Black.⁵

The above information paints only a partial picture of the US security apparatus because it does not, for example, account for the size of the Ready Reserve, Retired Reserve, Standby Reserve, or Coast Guard. In addition to “state militias,” according to the DOD in 2020, there were 335,000 National Guards troops serving US states and territories.⁶

As for Black American firms benefitting from the provision of defense services, the US Small Business Administration reported for 2020 that Black firms received less than \$10 billion (less than two percent of the total) in Federal Government contracts, including contracts from the DOD. The US Government issued more than \$550 billion in contracts in 2020.⁷

On the status of Public Order and Safety, in 2021, there were over 750 thousand police officers in the US, with 11.5 percent being Black.⁸ There are thousands of criminal courts (civil courts are ignored here for the sake of simplicity) in the US at the Federal, state, and local levels. In May 2021, there were nearly 28 thousand judges/magistrates ruling in the US court system.⁹ In 2020, there were 1.7 million incarcerated persons in Federal and state prisons and local jails; 582 thousand (about 34 percent) of those persons were Black Americans.¹⁰ The Federal Bureau of Investigation's *Uniform Crime Report* for 2019 (the last year that the report was prepared) shows that there were 6.8 million arrests on criminal charges during the year; 1.8 million (26.6 percent) of those arrested were Black Americans (we represented less than 13 percent of the total population).^{11,12} In 2021, there were 294 thousand firefighters in the country, with 26.2 thousand

or 8.9 percent being Black.¹³ For completeness, it is important to note that US Governments (at all levels) spent \$474 billion on Public Order and Safety.¹⁴ It is increasingly clear that Black Americans (our bodies and our lives) are overrepresented as inputs for the production of Public Order and Safety services (especially with respect the provision of police and criminal justice services), while other races and ethnicities benefit richly in the form of firm profits, employment and compensation, retainers, fees, and investment returns.

Sectoral needs and rationale

Defense

For the foreseeable future, Black America will appear as a scrawny David against a very mighty Goliath-like US Department of Defense if physical fighting ever erupts. It is an unthinkable outcome that would only occur if many unexpected turns of events materialize. But a plan must consider such unexpected events. Consequently, the relevant question comes: How could Black America defend herself against a US DOD?

As already indicated above, the best defense can often be a high-quality offense. Therefore, it would be wise on the part of Black Americans to expand economic cooperations with the Afrikan Diaspora and the Afrikan Continent and to paint effectively and continuously the reality of life in America for the “average Black American” for the rest of the world to observe. Severe incriminating images and information concerning the treatment of Blacks in America could even cause the rest of the world to empathize with Black Americans and maybe divest in America, much the way America and the world divested in South Africa and imposed sanctions on that country in the 1970s and 1980s.

On the Black “reality” in America, it is true that the “average Black American” can generally secure some form of food, clothing, and shelter. However, the quality of those requirements of life are significantly poorer than the quality of such goods and services enjoyed by the “average American.” But physical conditions are only one aspect of life. The reality of the mental, social, and psychological aspects of life must also be told. When put on display, it will become obvious to the rest of the world that America is a GREAT FALLACY for Black Americans. When all things are considered, average Black Americans have very limited power to live a human life with inalienable rights. We have a limited ability and opportunity to: (1) know who we are; (2) educate ourselves; (3) produce for ourselves; and (4) direct the normal course of our lives. All of this because of the powerful force of the oligarchs and plutocrats who cause government and the media that they control to impose their heavy hands on our lives—overtly and subliminally and directly and indirectly. At the same time, other racial and ethnic groups in America are permitted a freer hand to enjoy their inalienable rights. Therefore, our best defense may be an offense of selling to the world the reality of Black America.

Public Order and Safety

The most definitive and recent work on Black Americans in the criminal injustice system is *The New Jim Crow: Mass Incarceration in the Age of Color Blindness*, which was authored by

Michelle Alexander and published in 2012. Alexander's work and the subsequent seemingly accelerated extrajudicial murders of Black Americans at the hands of the police point toward a set of critical Black American needs.

1. We should plan to design and execute strategies to reduce substantially contact/encounters between Black Americans and police officials—especially White police.
2. In support of item 1, Black Americans (males and females) should accelerate our efforts to develop area of influence (neighborhood or community) security teams.
3. It is essential that all Black Americans realize that “we all we got.” Therefore, we should promulgate a strong information campaign that promotes Black Americans looking after and taking care of each other when our physical security is challenged.
4. We should move aggressively to clean up our areas of influence because a cleaner environment has an immediate and significant impact on reducing unwanted outcomes—especially crime and criminal behavior.¹⁵
5. We should promote police/security occupations as viable and important careers among Black Americans and motivate the hiring of more Black police to serve in our areas of influence. There is scholarly evidence that an increase in the number of ethnic police serving ethnic areas of influence is associated with a decrease in crime.¹⁶
6. In the course of time, as we improve our unity and economic power, we should advocate for establishing police administrations near or in our areas of influence, which are to be controlled by Black police officials. This “control” should not be just in principle, but in practice.

This six-step approach for improving the functioning of police and reducing crime in and around our areas of influence is generally transportable to fire prevention and firefighting.

Law and Incarceration Systems

As self-determined distributed areas of influence, it will be imperative that Afrocentrism prevail. As already hinted, prisons and jails were alien to ancient Afrikan societies. We should make every effort to find the route back to that paradigm.

To move us in that direction, and as is the case with the CCA for Social Protection, this DPOS CCA calls upon Responsible Parties from the Recreation, Religion, and Culture (RRC) CCA to work double time to restore the Nguzo Saba in our areas of influence—in particular, unity (Umoja), collective work and responsibility (Ujima), and cooperative economics (Ujamaa). With these principles and practices at work, Black American socioeconomic life will improve significantly.

Research shows that a substantial proportion of crimes (violent and property crimes) originate for economic reasons and/or are related to education or economic status.¹⁷ It is believed that, if Black Americans can operate collectively to generate robust economies in our areas of influence that produce a high employment environment, then criminal activity will decrease. (The DPOS CCA must collaborate with the Economic Affairs CCA to ensure this outcome.) In time, crime may reach such a low level that the need for prisons or jails will be reduced substantially. Moreover, as we study ancient Afrikan societies in depth, we may discover how they managed to promulgate

societies that produced little-to-no criminal behavior, or they possessed methods for addressing criminal behavior without the need for prisons or jails.

Until we are fully responsible for managing the socioeconomic system in our areas of influence, we should act to ensure that courts, which are stacked against us on the front and back ends of US jurisprudence, have fewer opportunities to engage with us. This will be achieved, in part, by operationalizing strategies to reduce engagement/encounters with police officials that were mentioned above. Another set of strategies involve using our enhanced unity to impact judicial operations. Until we achieve self-determination, we will continue to interact with the larger society. Therefore, we should use all the leverage that we have (voting, capturing judgeships, serving as prosecuting and defending attorneys, and filling other positions in the criminal justice system) to impact the system directly. But the story does not end there. Given increasingly robust economic conditions in our areas of influence, we should not hesitate to use our elevated financial means to sway—even control—decisions that are related to the criminal justice system; especially aspects that affect Black Americans disproportionately.

In the meantime, it is crucial that Black Americans work vigorously and diligently to: (1) Wring Black Americans out of the criminal injustice system; and (2) ensure that formerly incarcerated Black Americans return to the society prepared to contribute positively to our areas of influence. Progress is already underway on reducing the prison/jail count. According to the Bureau of Justice Statistics, the number of Black incarcerated person in the US declined from 851.7 thousand in 2010 to 582.1 thousand in 2020.¹⁸ The relatively low 2020 statistic was aided, no doubt, by early releases in response to the COVID-19 Pandemic. However, the number of Black incarcerated person has trended down for several years.¹⁹

On preparing incarcerated persons for their return to society, there are multiple strategies that can assist in achieving this objective: (1) Motivating governments to spend additional resources on in-person and virtual training—including making more and better electronic hardware and software available to incarcerated persons;²⁰ (2) increasing the involvement of Black religious, fraternal, and non-governmental organizations in preparing incarcerated persons for reentry; and (3) prompting family members and other members of Black areas of influence to intensify their engagement with nearby prisons/jails to prepare themselves and incarcerated persons for reentry.

Black Americans have many and very serious needs to address that are related to DPOS. This section has considered several of these needs and proposed a range of strategies to address them. Clearly, things will change over time. New needs and new strategies will arise. However, if the Responsible Parties associated with this CCA remain focused and diligent, we can certainly fulfill the stated 100-year goal.

Suggested Responsible Parties

The following is a list of Responsible Parties that should be among those entities invited to execute the plan for this DPOS sector.

The Rocks, Inc.
National Association of Black Veterans, Inc. (NABVETS)
National Association of Black Military Women
National Organization of Black Law Enforcement Executives
National Association of Black Law Enforcement Officers, Inc.
National Black Police Association
International Association of Black Professional Fire Fighters
National Bar Association
National Conference of Black Lawyers
National Association of Blacks in Criminal Justice
National Association of Women Judges
National Black Prosecutors Association
Association of Black Prison Wardens
Association of Black Prison Guards
Association of Black Prison Chaplains
National of Islam
Lost Found Nation of Islam

DPOS overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated eight-phase 100-year LTSP, Table 2 presents the phased 100-year overarching goal and selected objectives for the DPOS sector.

Table 2. DPOS Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	<p>Ensure that DPOS Responsible Parties are identified and that this sector is represented properly in the General Public Service (GPS) sectors' National Black Planning Council (NBPC); build strong collaborations with the Economic Affairs, Education, and Recreation, Religion, and Culture (RRC) sectors to evolve detailed plans that will fulfill the objectives of the DPOS sector; support Black American National Black Cleanup Day campaigns to obtain the many benefits that are associated with cleaner areas of influence; develop an information campaign to convince Black "stars" to present Black America's reality to the rest of the world; in cooperation with the Education and RRC sectors, develop and begin to promulgate strategies for motivating Black Americans to pursue careers in defense, security, and fire protection services and criminal justice with specific long-term purposes in mind—to benefit Black America; motivate Education sector Responsible Parties to incorporate into new curriculums that they develop appropriate perspectives about limiting contact with police; establish targets for lower levels of crime in our areas of influence and for the number of Black incarcerated persons and work toward reaching them; motivate RRC sector Responsible Parties to ensure that efforts are undertaken to improve and enhance connections between those in the criminal justice system and those in our areas of influence, which will facilitate smoother returns to the society; motivate Economic Affairs sector Responsible Parties to increase/expand Black entrepreneurs' hiring of Black employees—to include former incarcerated persons; interact with RRC sector Responsible Parties to ignite interest in area of influence citizens to form security teams for crime prevention, which could be a springboard to employment in this field; work with the RRC sector to transform attitudes about Black Americans in the criminal injustice system—especially among religious, fraternal, nongovernmental organizations, and families of incarcerated persons; and in collaboration with the Education and RRC sectors, mount an information campaign that promotes "Blacks Rescuing Blacks," whenever and wherever our physical security is challenged.</p>
2	Year 6-10 objectives	<p>Continue incomplete and ongoing efforts from the previous phase; expand the focus of citizen security teams from crime prevention to include prevention of unwanted external infiltrations into our areas of influence; collaborate with the Education sector to ensure that new curriculums emphasize the need for (military) security in our areas of influence; motivate military veterans to expose Black Americans to basic offensive and defensive military tactics; collaborate with RRC sector Responsible Parties to apply additional pressure for the hiring of more Black Americans as police, fire preventers and fighters, and prison/jail wardens and guards by local governments; in conjunction with the RRC sector, begin to establish area of influence law/justice councils; motivate Black Americans to use our votes to increase Black representation throughout the law enforcement and judicial systems; collaborate with the Economic Affairs sector to improve the absorption of formerly incarcerated persons into the economies of our areas of influence; collaborate with the GPS sector to assess Black Americans' status with respect to DPOS.</p>

No.	Phases	Goals and Subgoals
3	Year 11-15 objectives	Continue incomplete and ongoing efforts from previous phases; collaborate with the RRC sector to motivate Black Americans to apply pressure to local governments to gain greater control of the provision of police, fire prevention, and fire-fighting services—to include locating new police and fire prevention and fighting facilities in our areas of influence that are managed by Black Americans; collaborate with the RRC sector to motivate Black Americans to pressure legislatures to perform a comprehensive review of US criminal law to identify provisions that are classist and anti-Black (racist) and for a rewriting of those laws (Black legal experts should lead this initiative); with the RRC sector, intensify efforts to establish area of influence law/justice councils; Responsible Parties should direct military veterans to intensify their efforts to familiarize Black Americans with war-fighting tactics; collaborate with the Economic Affairs sector to motivate Black and entrepreneurs to consider the production of weaponry.
4	Year 16-20 objectives	Continue incomplete and ongoing efforts from previous phases; collaborate with other sectors (GPS and its NBPC, Economic Affairs, and RRC) to pressure local governments to transfer control of police and fire protection services to our areas of influence—providing relevant shared financial resources to be managed by Black Americans; discontinue citizen security teams, and redirect members of these teams and any related resources to expanding capacity to provide external security for our areas of influence; ensure that law/justice councils are operational in our areas of influence, which can begin to serve as an alternative to the broader criminal justice system; collaborate with the Economic Affairs, Education, RRC, and Social Protection sectors to ensure that most reentering formerly incarcerated persons are absorbed by our areas of influence economies; and in cooperation with the GPS sector, assess the quality of Black America’s DPOS.
5	Year 21-40 objectives	Continue incomplete and ongoing efforts from previous phases; conduct a comprehensive review of the strategies outlined in this CCA and produce a thoroughly revised plan that accounts for 40 years of developments that have occurred under the existing plan; begin implementing the new plan; ensure that Black America’s “non-violent” and “military” strategies are operational through our entertainment “stars” and others who engage international media and through local “militias” that are trained by US military veterans and others who have mastered the art of war; ensure that our areas of influence embody the facilities for, and control the provision of, Public Order and Safety services; establish a new nearly zero target for crimes in our areas of influence and for a near zero presence of Black Americans in the US criminal injustice system; and in cooperation with the GPS sector, assess the quality of Black America’s DPOS to include costs, benefits, and new requirements at the end of this phase.

No.	Phases	Goals and Subgoals
6	Year 41-60 objectives	Continue incomplete and ongoing efforts from previous phases; ensure the continued strengthening of our “non-violent” and “military” positions; collaborate with the Economic Affairs and Education sectors to begin a phased reduction in police services, demand for which should have decreased; analyze law/justice councils in our areas of influence to ensure that their operations are consistent with needs; to the extent possible, ensure that the number of incarcerated Black Americans is near zero due to limited contact with the larger society or because Black legal experts are proficient at extricating them from the US criminal injustice system; begin to share our DPOS model with other Black/Afrodescendant people around the globe; and in cooperation with the GPS sector, assess the quality of Black America’s DPOS.
7	Year 61-80 objectives	Continue incomplete and ongoing efforts from previous phases; conduct comprehensive reviews of DPOS operations to ensure that the latest, most relevant, and safest methods, procedures, and technologies are adopted; initiate a consultancy program to assist other Afrikan people in the development of DPOS infrastructure and systems; and at the end of the period, in collaboration with the GPS sector, perform an assessment of Black America’s DPOS to include the costs, benefits, new requirements, and a comparative analysis of the results of this assessment and the assessment conducted at the end of phase 5;
8	Year 81-100 objectives OVER ARCHING GOAL	Continue efforts underway from previous phases; ensure that a new 100-year LTSP is prepared for the DPOS sector; and in cooperation with the GPS sector, assess the quality of Black America’s DPOS. Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible provision of DPOS. Also, existing plans for providing future DPOS are sufficient to ensure safety and security well into the future.

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- ¹ Two cases of local US governments bombing Black American areas of influence are: (1) The Tulsa Riots (Black Wall Street) in 1921; and (2) the bombing of a “MOVE” group in Philadelphia in 1985.
- ² The Swahili word for “jail” is derived from Portuguese, signaling that the language was absent a word for “jail.” Other Afrikan languages reflect this identical reality; i.e., no word for “jail/prison” exists in the original language.
- ³ US Department of Commerce, Bureau of Economic Analysis (2023). “Table 3.9.5. Government Consumption Expenditures and Gross Investment,” line 17. National Income and Product Accounts. <https://www.bea.gov> (Ret. 011923).
- ⁴ Office of the Deputy Secretary of Defense for Military Community and Family Policy (2020). *2020 Demographics Profile of the Military Community*. US Department of Defense, p. 22. <https://www.militaryonesource.mil/data-research-and-statistics/military-community-demographics/2020-demographics-profile/> (Ret. 011823).
- ⁵ *Ibid.* (pp. 22 and 24).
- ⁶ Jim Garamone (2020). “Guardsmen Serve Throughout Nation, World.” *DOD News*; September 14. <https://www.defense.gov/News/News-Stories/Article/Article/2347443/guardsmen-serve-throughout-nation-world/> (Ret. 011823).
- ⁷ US Small Business Administration (2021). “SBA Releases FY 2020 Disaggregated Contracting Data.” <https://www.sba.gov/blog/sba-releases-fy-2020-disaggregated-contracting-data> (Ret. 011823).
- ⁸ US Department of Labor, Bureau of Labor Statistics (2021). “Table 11. Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity.” *Current Population Survey*. <https://www.bls.gov/cps/cpsaat11.htm> (Ret. 011923).
- ⁹ US Department of Labor, Bureau of Labor Statistics (2021). Occupation Employment and Wage Statistics, 23-1023 - Judges, Magistrate Judges, and Magistrates. <https://www.bls.gov/oes/current/oes231023.htm> (Ret. 011923).
- ¹⁰ These data reflect combined statistics for jails and prisons. For jails: Todd Minton and Zhen Zeng (2021). “Jail Inmates in 2020 – Statistical Tables.” US Department of Justice, Bureau of Justice Statistics (Table 2, p. 8). <https://bjs.ojp.gov/content/pub/pdf/ji20st.pdf> (Ret. 011222). For prisons: E. Ann Carson (2021). “Prisoners in 2020 – Statistical Tables.” US Department of Justice, Bureau of Justice Statistics (Table 3, p. 10). <https://bjs.ojp.gov/content/pub/pdf/p20st.pdf> (Ret. 011222).
- ¹¹ Federal Bureau of Investigation (2020). “Table 43, Arrests by Race and Ethnicity, 2019.” *2019 Crime in the United States*. <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/tables/table-43> (Ret. 011923).
- ¹² US Department of Commerce, Bureau of the Census (2020). “2019 Population Estimates by Age, Sex, Race and Hispanic Origin” (Table NC-EST2019-ASR6H). <https://www.census.gov/newsroom/press-kits/2020/population-estimates-detailed.html> (Ret. 012023).
- ¹³ *Op. cit.* (US Department of Labor, Bureau of Labor Statistics (2021). *Current Population Survey*.)
- ¹⁴ US Department of Commerce, Bureau of Economic Analysis (2023). “Table 3.15.5. Government Consumption Expenditures and Gross Investment by Function, line 7.” National Income and Product Accounts. <https://www.bea.gov> (Ret. 011923).
- ¹⁵ Charles C. Branas, *et al* (2018). “Citywide Cluster Randomized Trial to Restore Blighted Vacant Land and Its Effects on Violence, Crime, and Fear.” *Proceedings of the National Academy of Sciences*; March 20. <https://www.pnas.org/doi/pdf/10.1073/pnas.1718503115> (Ret. 011923).
- ¹⁶ Souman Hong (2016). “Representative Bureaucracy, Organizational Integrity, and Citizen Coproduction: Does an Increase in Police Ethnic Representativeness Reduce Crime?” *Journal of Policy Analysis and Management*: Vol 35; No. 1; pp 11-33.
- ¹⁷ Danielle Catambay (2013). *Beyond Simply Rational: Essays on Choice and Violence*. University of Pennsylvania. A doctoral dissertation. <https://repository.upenn.edu/dissertations/AAI3565035/> (Ret. 011923).
- ¹⁸ These statistics were obtained from the sources cited in endnote 10 above.
- ¹⁹ It is important to recognize the natural inertia associated with the criminal injustice system. So many occupations are associated with the system that there is bound to be a natural and purposeful momentum to not only maintain the existing operating level, but to expand operations to generate more opportunities—especially financial benefits.
- ²⁰ The Second Chance Pell Grant Program represents an opportunity in this regard. US Department of Education (2022). “US Department of Education Announces Expansion of Second Chance Pell Experiment and Actions to Help Incarcerated Individuals Resume Educational Journeys and Reduce Recidivism.” <https://www.ed.gov/news/press-releases/us-department-education-announces-expansion-second-chance-pell-program-and-actions-help-incarcerated-individuals-resume-educational-journeys-and-reduce-recidivism> (Ret. 021423).
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CCA – Economic Affairs

Sectoral coverage

The Economic Affairs sector is intended to cover broadly the following economic subsectors: *General economic, commercial, and labor affairs; Agriculture, forestry, fishing, and hunting; Fuel and energy; Mining, manufacturing, and construction; Wholesale and retail trade; Transportation; Communications; Financial services; Professional services; and Other service industries* not separately identified and covered within the remaining eight sectors covered by this Long-Term Strategic Plan (LTSP).

Given the nature of this LTSP (it is mainly a plan for a newly evolving/developing economy), this CCA will use broad brushstrokes to provide guidance on two aspects of the Black American economy: Labor and financing. It is left to Responsible Parties for this sector, in collaboration with Responsible Parties from other sectors, to produce detailed plans for individual economic subsectors (industries) highlighted in the previous paragraph using their expertise and published or new research by subsector-specific experts.

The overarching 100-year goal for the Economic Affairs sector is:

Black Americans describe their quality-of-life (well-being) as #1 in the world. They indicate that they are the happiest/fulfilled and most productive people because the goods and services and the related incomes that they produce and the wealth that they accumulate through their self-determined economy satisfy the breadth and scope of their material needs (food, clothing, shelter, etc.).

Status of the Black America's economy

The following are highlights of fundamental aspects of the Black/Afrikan American economy. We consider population, employment, income, wealth, and business enterprises.

While there is some uncertainty about the size of the Black American population, the US Department of Commerce's Bureau of the Census reports that the Black/Afrikan American Alone population was 41.1 million at the 2020 US Census point. When Black/Afrikan Americans in combination with other races and ethnicities are accounted for, the number rises to 46.9 million.¹

According to the US Department of Labor's Bureau of Labor Statistics (BLS) reports for 2021, the Black American civilian noninstitutional population 16 years and older was 33.6 million. The labor force was 20.5 million (60 percent of the working age population). A total of 18.7 million Black Americans were employed (55.7 percent of the working age population). The unemployment rate was 8.6 percent of the labor force, as 1.8 million Black Americans were unemployed. Almost 40 percent of the working age population (39.1 percent) or 13.1 million Black Americans were not in the labor force.²

Black/Afrikan American Alone median household income in 2021 was \$48,297 compared with a national median of \$70,784. Mean Black Afrikan/American household income for 2021 was \$70,902, compared with the national average of \$102,316. The difference between median and mean incomes for Black/Afrikan Americans with respect to other races/ethnicities is consistent with well-known patterns: The Asian alone category reflects highest incomes, non-Hispanic Whites are second, Hispanic of any race are third, and Black Americans are fourth.³

According to the US Federal Reserve Board's *2019 Survey of Consumer Finances*, Black Americans' mean household wealth was \$142,500, while mean wealth for White households was nearly seven times larger at \$983,400.⁴

The US Census Bureau reports that there were 134,567 Black-owned business enterprises in 2019 that were large enough to have employees on the payroll. These employer firms generated \$133.7 billion in receipts and reflected a payroll cost of \$40.5 billion covering 1.3 million employees.⁵ In 2018, there were 3,115,000 Black-owned nonemployer firms.⁶ These nonemployers garnered \$72.5 billion in receipts.⁷

Another economic-related statistic concerns our preparedness to engage in economic activity: i.e., our education/training. We will not present statistics on Black Americans' average years of schooling here; those statistics will be presented in the Education CCA.

Sectoral needs and rationale

An important supporting goal of this LTSP is for Black Americans to achieve independence, self-sufficiency, and self-determination. Accordingly, it is critical that this plan provide guidance on how Black Americans can work to develop a smoothly functioning economy that meets our needs.

In the General Public Service (GPS) sector CCA, there is discussion of the assumption that Black Americans will act to achieve independence, self-sufficiency, and self-determination on a distributed (develop-in-place, *in situ*) basis. Consequently, this Economic Affairs CCA builds on that assumption, which constrains somewhat the range of possible economic activities in which Black Americans are likely to engage. Also, to account for potential eventualities, this plan is built on the assumption that the US Government maintains an adversarial and somewhat hostile relationship with newly emerging, self-sufficient, and self-determined Black Americans.

The following seven fundamental economic principles should guide our efforts to build strong economies for our areas of influence:

1. Develop within our population more knowledge, skills, abilities (work experience), and innovativeness to be able to produce goods and services to fulfill our needs broadly.
2. Through specially designed information programs, inculcate in our population Afrocentric and communal economic and persistent work principles and practices; i.e., Ujima (collective work and responsibility) and Ujamaa (cooperative economics).
3. From the outset, produce as much as possible for our own consumption: Especially food, clothing, shelter, energy, financial services, health, education, security, communications,

transportation, and entertainment. We should plan to increase our production of these goods and services as our population grows to sustain and improve our quality of life.

4. Be futuristic in our thinking and incorporate judiciously labor enhancing, relevant, and beneficial artificial intelligence, robotization, and other technologies as needed to improve our quality of life.
5. Reduce our engagement with the broader US economy as we achieve greater self-sufficiency and self-determination (Kujichagulia). As we gain greater control of our areas of influence, operationalize “foreign inward investment” policies that: Leverage external sources of capital, technology, and expertise that maximize Black American employment and income, and that include agreements to secure ownership of related enterprises on favorable terms within reasonable periods.
6. As a source of exports, optimize our production of goods and services that are known to attract significant external demand. At the same time, minimize our importation of goods and services to the extent possible—especially when the price and quality of imports are not exceptionally favorable.
7. Develop the Black American economy on a sustainable, environmentally friendly, restorative, and high moral basis.

Success in achieving our stated goal hinges on the first principle: i.e., developing a sufficient and capable entrepreneurial cadre and labor force. This becomes transparent after considering Table 3.

Table 3. Estimated Black Employment Requirements by Industry, 2022
(Estimates in thousands, except where noted)

Line No.	Industries	(1)	(2)	(3)
		Black Estimated Employment for 2022	Estimated Employment for an Independent Black America in 2022	Labor Shortages and Surpluses (1-2)
1	Total employees, 16 years and over	19,945	21,526	-1,581
2	Agriculture, forestry, fishing, and hunting	78	311	-233
3	Mining, quarrying, and oil and gas extraction	32	82	-50
4	Construction	790	1,603	-813
5	Manufacturing	1,645	2,071	-426
6	Wholesale and retail trade	2,374	2,647	-273
7	Transportation and utilities	2,096	1,371	725
8	Information	318	390	-72
9	Financial activities	1,247	1,500	-253
10	Professional and business services	2,104	2,805	-701
11	Education and health services	5,448	4,811	637
12	Leisure and hospitality	1,702	1,867	-165
13	Other services	753	1,024	-271
14	Public administration	1,351	1,044	307

Sources: BLS and the Census Bureau with LTSP Panel analytics.

Table 3 was constructed using US Department of Labor, Bureau of Labor Statistics (BLS) and US Department of Commerce, Census Bureau data for 2022.⁸ As a starting point, it assumes that the distribution of labor in a self-determined Black American economy should mirror that of the broader US economy.⁹ Therefore, US employment per capita by industry statistics were computed and used to estimate employment for the Black Americans by industry—column 2. Because it compares column 2 with the actual level of Black employment in column 1, column 3 shows that labor is oversupplied for certain industries (light blue cells), but labor is under supplied for all other industries. Consequently, there is a need for dramatic shifts in the mix of labor by industry to fulfill the labor requirements of a self-determined Black American economy. This shifting will require a tremendous amount of training and retraining. This is an important early objective of the LTSP Economic Affairs sector, which can be achieved through close collaboration with those working in the Education sector.

In other words, a very important objective of this Economic Affairs CCA is to show that Responsible Parties for this sector must coordinate vigorously with those working in the Education sector to urge Black Americans to diversify our aspirations and training at all levels so that we can prepare to supply labor, entrepreneurship, and managerial prowess that will be required to produce a broad range of goods and services for our areas of influence. Given this LTSP, there should be favorable responses to this urging because the future increased demand for Black produced goods and services becomes transparent. Therefore, the creation of new and more human capital is a fundamental element of the strategies outlined in this CCA (see Table 4).

To augment the broad strategies outlined in Table 4 (p. 38), Responsible Parties working in this sector should work to operationalize the following strategies to ensure that the level and rate of growth of financial capital increases in Black American areas of influence:¹⁰

- Increase the number of Black American-owned banks beyond the 19 that existed in 2022 by collaborating with the General Public Service (GPS) sector and its National Black Planning Council (NBPC) to promulgate a “Bank Strictly Black” campaign.¹¹ Also, use this just mentioned collaboration to develop a campaign that motivates Black Americans with limited saving and investment capacity to initiate and maintain “Saving Circles.”
- Collaborate with the Education sector to motivate Black Americans to improve our financial literacy, especially the saving and investment components, through new curriculums that are developed for Black Americans.
- Collaborate with the Education sector to convey to Black Americans through new curriculums the value and effectiveness of cooperative ventures, which facilitate the pooling of resources (especially financial resources that will flow through Black banks) to produce larger and more impactful enterprises—larger and more impactful than sole proprietorships.
- Cause Black banks in and near our areas of influence to practice “group economics” and to concentrate their transaction with parties interested in conducting business (however defined) in Black areas of influence.
- Motivate Black banks to secure philanthropic funds from professional sports leagues, wealthy Black and non-Black individuals/organizations/institutions, and other sources that can serve as financial capital. These funds should have “no strings attached.”

- Motivate Black banks to build a high level of expertise in financial services beyond lending in which Black Americans invest most: e.g., insurance and pension services.

It is transparent that expanded financial capital will be required to develop and operate the new enterprises that must be initiated to build the infrastructure and structures and to produce the goods and services required to meet Black America’s needs—and, potentially, the needs of others.

In combination, the broad brushstrokes of the Economic Affairs plan presented herein, the more detailed industry-specific plans that will be developed by Responsible Parties working in this sector over time, and the human and financial capital just discussed will enable self-sufficient, self-sustained, and self-determined economies in Black America’s areas of influence to grow and flourish.

Suggested Responsible Parties

The following organizations/associations concern themselves with economic aspects of Black life in America. Forceful efforts should go forward to ensure that these organizations/associations join the effort to build self-sufficient and self-determined Black economies in our areas of influence as outlined in this LTSP over the next 100 years.

- National Urban League
- National Economic Association
- Black Bankers Association
- Black Accountants
- Black Farmers
- Black Businesspersons (Owners) Association
- Black Engineers
- Black Construction Contractors Association
- National Association of Black Journalists
- Black Industrial and Labor Organizations
- Other

Economic Affairs overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated phased 100-year LTSP, Table 4 presents the phased 100-year overarching goal and selected objectives for the Economic Affairs sector.

Table 4. Economic Affairs Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	Collaborate within this sector and with other sectors to identify all relevant Responsible Parties; ensure that this sector is represented on the National Black Planning Council (NBPC); for the duration of this plan, refer Responsible Parties from this sector to serve on the General Public Service (GPS) sector’s Economic Development Council; in conjunction with the Education sector, direct relevant Responsible Parties in this sector to formulate and begin implementing training, skill development, and experience gathering programs in their fields; establish economic affairs related focal points in all sizeable areas of influence; initiate information programs that point toward greater independence, self-sufficiency, and self-determination in our areas of influence; leverage and help augment food growing programs in Black areas of influence (especially vertical gardens) and assist them in becoming more prevalent and comprehensive; and in collaboration with the Defense, Public Order, and Safety (DPOS) sector, motivate areas of influence to initiate security teams to reduce crime.
2	Year 6-10 objectives	Continue and expand ongoing training, skill development, and experience gathering programs; assist in completing the formation and operationalization of the NBPC; continue the independence and self-reliance information campaign; initiate raising of financial capital for NBPC and other sectors’ operations, financial institution development, and for other important purposes; collaborate with the GPS sector to develop an administrative communications network that enables direct communication with all Black American households; initiate a program that will assist Black nonemployer firms in evolving into employer firms; meet 20 percent of food demand internally; generate a 5 percent annual increase in Black financial institutions; achieve a 5 percent increase in Black homeownership in our areas of influence; and expand our physical security program
3	Year 11-15 objectives	Continue work-related training, financial capital raising, financial institution development, food security enhancement, homeownership expansion, employer firm development, administrative communications network development, and physical security programs; use the administrative communications network to conduct a population count and to begin collection and reporting of socioeconomic statistics; meet 40 percent of food demand internally; generate a 5 percent annual increase in Black financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual growth in Black employer firms; and conduct an evaluation for course correction.

No.	Phases	Goals and Subgoals
4	Year 16-20 objectives	Initiate the establishment of a central financial institution to assist and support all Black financial institutions; initiate area of influence infrastructure improvement programs; exert control of physical security within our areas of influence (no outside police); continue work-related training, financial capital raising through voluntary financial contributions, financial institution development, food security enhancement, homeownership expansion, administrative communication network development, and employer firm development programs; meet 60 percent of food demand internally; effect a 5 percent annual increase in Black financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; begin considering inward foreign direct investment; and conduct an evaluation for course corrections.
5	Year 21-40 objectives	Continue work-related training, financial capital raising through voluntary contributions, improving central and local financial institutions development, food security enhancement, homeownership expansion, area of influence infrastructure development, administrative communication network development, the expansion of relationships with Black nation states, and employer firm development programs; ensure the well-being of Black American citizens is at a level where no citizen lives below the poverty line and all citizens have access to high-quality employment, housing, food security, educational opportunities at all relevant levels, and health and physical security; conduct a census; meet 80 percent of food demand internally; effect a 5 percent annual growth in Black financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; begin selected inward foreign direct investment; and conduct an evaluation for course corrections.
6	Year 41-60 objectives	Continue work-related training, financial capital raising through voluntary contributions, improving central and local financial institutions development, food security enhancement, homeownership expansion, area of influence infrastructure development, administrative communication network development, the expansion of relationships with Black nation states, employer firm development programs, and inward foreign direct investment; establish Black Americans as a global standard for evolutionary/development processes; conduct a population count; meet 100 percent of food demand internally; increase the number of financial institutions by 5 percent annually; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; and conduct an evaluation for course corrections.

No.	Phases	Goals and Subgoals
7	Year 61-80 objectives	Continue work-related training, financial capital raising through voluntary contributions, improving central and local financial institutions development, food security enhancement, homeownership expansion, area of influence infrastructure development, administrative communication network development, the expansion of relationships with Black nation states, employer firm development programs, and inward foreign direct investment; ensure that Black Americans' quality of life is ranked in the globe's top decile; conduct a population count; achieve a 5 percent annual increase in financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; and conduct an evaluation for course corrections.
8	Year 81-100 subgoal Overarching 100-Year GOAL	Continue all relevant efforts from previous phases; and prepare a new 100-Year LTSP for the Economic Affairs sector. Black Americans describe their quality-of-life (well-being) as #1 in the world. They indicate that they are the happiest/fulfilled and most productive people because the goods and services and the related incomes that they produce and the wealth that they accumulate through their self-determined economy satisfy the breadth and scope of their material needs (food, clothing, shelter, etc.).

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- ¹ Nicholas Jones et al (2021). “2020 Census Illuminates Racial and Ethnic Composition of the Country.” [\(https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html#:~:text=Multiracial%20Population,-In%202020%2C%20the&text=The%20largest%20Multiracial%20combinations%20in,Other%20Race%20\(1%20million\)\)](https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html#:~:text=Multiracial%20Population,-In%202020%2C%20the&text=The%20largest%20Multiracial%20combinations%20in,Other%20Race%20(1%20million)) (Ret. 072122).
- ² US Department of Labor, Bureau of Labor Statistics (2021). “Employment status of the civilian noninstitutional population by age, sex, and race.” *Current Population Survey*. <https://www.bls.gov/cps/tables.htm#annual> (Ret. 072122).
- ³ US Department of Commerce, Bureau of the Census (2022). “Table H-5. Race and Hispanic Origin of Householder—Households by Median and Mean Income: 1967-2021.” <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-households.html> (Ret. 021423).
- ⁴ Neil Bhutta et al (2020). “Disparities in Wealth by Race and Ethnicity in the 2019 Survey of Consumer Finances.” *Survey of Consumer Finances*. <https://www.federalreserve.gov/econres/notes/feds-notes/disparities-in-wealth-by-race-and-ethnicity-in-the-2019-survey-of-consumer-finances-20200928.htm> (Ret. 072122).
- ⁵ US Department of Commerce, Bureau of the Census (2021). “Census Bureau Releases New Data on Minority-Owned, Veteran-Owned, and Women-Owned Businesses.” <https://www.census.gov/newsroom/press-releases/2021/characteristics-of-employer-businesses.html#:~:text=There%20were%20an%20estimated%20134%2C567,%2440.5%20billion%20in%20annual%20payroll> (Ret. 072122).
- ⁶ Adam Grundy and Lynda Lee (2022). “Black History Month: Census Bureau Looks at Nation’s Black-Owned Businesses.” <https://www.census.gov/library/stories/2022/02/increase-in-number-of-united-states-black-owned-businesses-between-2017-and-2019.html> (Ret. 072122).
- ⁷ US Department of Commerce, Bureau of the Census (2021). “Nonemployer Statistics by Demographics.” <https://www.census.gov/newsroom/press-releases/2021/nonemployer-statistics-by-demographics.html> (Ret. 072122).
- ⁸ US Department of Labor, Bureau of Labor Statistics (2023). “Table 18. Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity.” *Current Population Survey*. <https://www.bls.gov/cps/cpsaat18.htm> (Ret. 020923). Population estimates for per capita employment were derived from US Department of Commerce, Bureau of the Census statistics available at <https://www.census.gov/quickfacts/fact/table/US/PST045221> (Ret. 020923).
- ⁹ This assumption is adopted because, being imbedded in the US economy, Black labor has absorbed production practices and technologies that are reflected in the US economy. These operational skills and know-how will be transportable to Black areas of influence economies. Also, Black American consumers have adapted to, and become comfortable with, a consumption pattern that is aligned with that of the US. However, Responsible Parties for this sector may find that it is in Black America’s best interest to adjust Black employment expectations at the outset of implementing this LTSP to produce a different set of consumption goods and services.
- ¹⁰ Some of these strategies are discussed further in the CCA on Housing and Community Amenities.
- ¹¹ The 19 Black banks cited is from the Federal Deposit Insurance Corporation’s “Minority Depository Institutions Program.” <https://www.fdic.gov/regulations/resources/minority/mdi.html> (Ret. 012323).
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CCA – Environmental Protection

Sectoral coverage

The Environmental Protection Sector of this LTSP encompasses: *Waste management*; *Waste-water management*; *Pollution abatement*; and *Protection of biodiversity and landscape* (these subsectors are not rank ordered). Here, environmental protection is concerned with ensuring that life for Black Americans can proceed smoothly in the absence of injurious/harmful effects from the environment.

The following is the long-term overarching 100-year goal of the Environmental Protection sector:

Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience an environment that is pollution-free and protected against the vagaries of Climate Change. Also, existing environmental protection and Climate Change measures are sufficient to sustain a safe and healthy environment.

Status of Black America’s Environmental Protection

This subsection of the Environmental Protection Common Country Analysis (CCA) includes important statistics that facilitate an assessment of the status of environmental protection—or the lack thereof—for Black Americans. Given the essentiality of potable water, the *Pollution abatement* component of environmental protection related to water is prioritized. It is common knowledge that the majority of Black Americans reside in urban areas. Because many of these urban areas are aging, significant attention will be directed to the status of *Waste management* and *Waste-water management*. Also, because the large urban Black American population does not own/control expansive tracts of land, almost no attention will be given to the *Protection of biodiversity and landscape*. Importantly, it is imperative that we consider the ongoing effects of Climate Change on the environment.

When water is considered broadly in a Black American context, Flint, Michigan and Jackson, Mississippi come readily to mind. In the Flint case, 2014 municipal cost-cutting measures caused lead contaminated water to flow into household, which had a horrendous impact on the city’s residents.¹ The problem continues to be resolved at this writing.² The Jackson case came to a head in 2022, when water quality, and the absence thereof, motivated the city’s residents to file complaints with the US Environmental Protection Agency (EPA) demanding that action be taken to restore clean water.³ Unfortunately, the lack of access to clean drinking water is more prevalent in the US than one might imagine.⁴ Below, statistics are provided that highlight these types of water problems and problems associated with *Waste management* and *Waste-water management*.

- According to Allaire, Wu, and Lall (2018), 21 million US residents relied on community water systems that violated EPA health-based quality standards during 2015.⁵ This finding

does not account for persons who drink unsafe water from private sources that are not connected to community water systems.

- If carbon emissions are not constrained out to the year 2100, then the average global temperature is expected to rise more than the two-degree Celsius limit established by climate experts. Consequently, sea-level rise may reach seven feet along US coastal areas and sea flooding inland will affect adversely currently available fresh water sources.⁶
- Given the importance of water and sewerage (waste treatment/management) systems in the US, it is imperative that the related infrastructure be maintained well and kept up to date. According to the US. Department of Commerce, Bureau of Economic Analysis (BEA), State and local governments operated \$1,029.1 billion in sewer system and \$771.2 billion in water system infrastructure in 2021. The BEA indicated that the average age of the sewer system infrastructure was 29.3 years, and the water system infrastructure was 31.4 years. Consequently, if the useful life of this infrastructure is about 100 years, and it is already about 30 years old, then it must be replaced over the next 70 years. Given a 70-year window to replace the existing infrastructure, about \$14.7 billion in sewer system infrastructure and about \$11.0 billion in water system infrastructure on average should be replaced each year on a constant-dollar basis. However, the BEA reported that, for 2021, only \$20.1 billion of new sewer system infrastructure and only \$17.6 billion in new water system infrastructure were added to the stock of infrastructures during the year.⁷ This implies that after accounting for expected replacements, only \$5.4 billion and \$6.6 billion of new sewer system and water system infrastructure, respectively, was installed. These estimates (\$5.4 and \$6.6 billion) of implied new sewer and water system infrastructure would account for less than one percent nominal growth in this infrastructure, which is inconsistent with 2021 nominal economic growth for the US economy broadly (10.7 percent) and for State and local governments (5.9 percent) specifically.⁸ All of this infers that currently available statistics do not indicate that sufficient expenditures are being made to ensure that very important sewer (*Waste management*) and water system infrastructure is being maintained and updated appropriately. Therefore, in the near term, Black Americans must press State and local governments to accelerate investment in this infrastructure for our areas of influence to ensure that Flint and Jackson-type scenarios do not become even more commonplace.
- Of the world's three (Amazon River Basin, Southeast Asia, and the Congo River Basin) largest tropical rainforests, only the Congo River Basin remains a strong net carbon sink; i.e., it absorbs significantly more carbon than it emits.⁹ Therefore, Black Americans should be keen to contribute to "saving the planet" by planting trees in the slices of urban areas that we occupy, and to perform other actions that will mitigate Climate Change. This will help maintain the planet's important biodiversity.

Sectoral needs and rationale

This section outlines the factors that must exist for Black Americans to live safely in self-determined and distributed locations all around the US.

- All Black American areas of influence should initiate efforts to assess and monitor the current and future availability of water and to ensure that the water that is available now and in the future is of sufficient quality.
- If there are past, current, or likely future occurrences of water supply shortages or water quality problems, then Black Americans should formulate a plan to address these problems. These plans should include, but not be limited to, developing own sources of water for our areas of influence, development of water conservation and recycling strategies, and mounting persistent campaigns to ensure that Black American households adopt methods for guaranteeing that clean water is available for our use.
- Given the foregoing, Black Americans should individually, and/or collaboratively across areas of influence, develop the expertise and capacity to assess and monitor the environment to prevent pollution before it occurs and to abate pollution that may exist. This includes the abatement of pollution in water, air, buildings, land. One aspect of this requirement is to search historical records that may reflect the existence of past structures/facilities and operations that could have generated harmful impacts on the environment. Important polluting or contaminating elements about which we should be concerned include, but may not be limited to, petroleum and derivative products that have seeped into the subsoil from fuel storage facilities and that permeate ground water; (forever) chemicals that were disposed of improperly; and lead that may be present in the paint of aged structures or that may have otherwise entered the soil during the demolition of aged structures. Because they obscure clarity about potential pollution problems, it is important that Black Americans systematically clear areas within our areas of influence that serve essentially as waste dumps. Also, Black Americans should be certain to ensure that waste treatment plants located in or near our areas of influence are operating at or above established standards and are not polluting.
- It is important for Black Americans to ensure that current and future plans for growth and development in and around our areas of influence exclude pollution generating operations. This includes power generation plants, waste treatment plants, and commercial enterprises that create pollution as a by-product of their production processes.
- Black Americans should conduct environmental enhancement efforts to include, but not necessarily be limited to, tree planting programs and creating (through cleanups) and conserving green spaces.
- To the extent that efforts are required to mitigate the impact of Climate Change, Black American areas of influence should be quick to rally to perform and support these efforts in and around our areas of influence.
- Black Americans should view all the foregoing not only as an opportunity to ensure environmental protection, but also as economic opportunities. Consequently, Black American youth should be encouraged to obtain the requisite training and skills to perform environmental protection work.

Suggested Responsible Parties

The Responsible Parties recommended to take on the work highlighted in the Environmental Protection sector of this LTSP should, at a minimum, include:

- African American Environmentalist Association
- National Black Environmental Justice Network
- Hip Hop Caucus
- Generation Green
- Black Dirt Farm Collective

Environmental Protection overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated phased 100-year LTSP, Table 5 presents the phased 100-year overarching goal and selected objectives for the Environmental Protection sector.

Table 5. Environmental Protection Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	Identify all relevant environmental protection Responsible Parties; ensure that the Responsible Parties are represented on the National Black Planning Council (NBPC); charge Responsible Parties jointly with developing an organizational structure across all sizeable areas of influence that can provide oversight for environmental protection training for Black Americans and can provide implementing guidance for required environmental protection actions in Black areas of influence; ensure that capacity is developed by the end of this phase to perform a general assessment of, and to conduct monitoring functions for, Black areas of influence for the abatement of pollution in the water, air, and land; formulate and begin to implement water conservation and water recycling efforts; begin to recruit Black American youth and “infect” them with the desire to pursue environmental protection careers; initiate efforts to assess through surveys the quality of life derived from the environment; also, monitor existing clean water supplies and ensure the availability of future water supplies.
2	Year 6-10 objectives	Continue relevant operations and activities from phase 1; initiate efforts across all sizeable areas of influence to perform research to identify and eliminate/abate legacy pollution sites (including waste dumps) and to replace them with functional and/or green spaces; coordinate efforts in all sizeable areas of influence to ensure that internal and external growth and development plans exclude pollution generating operations; and begin to explore prospects for transforming all aspects of Black American environmental protection efforts into commercial enterprises.
3	Year 11-15 objectives	Continue relevant operations and activities from previous phases; begin to welcome Black American youth who have been trained in the environmental protection field and employ them in our areas of influence; begin to analyze Climate Change for its likely impacts on our areas of influence; and develop and execute plans to mitigate the effects of Climate Change to include potential relocation of all or portions of our areas of influence.

No.	Phases	Goals and Subgoals
4	Year 16-20 objectives	Continue relevant operations and activities from previous phases; perform a comparative analysis of environmental conditions (including the quality of life) at the 20-year mark using the assessment that was performed during phase 1; develop and execute a new 20-year plan for ensuring high-quality environmental protection and for mitigating Climate Change for Black areas of influence; and urge Black Americans in the environmental protection field to leverage their training and expertise to develop environmental protection and Climate Change mitigation methods that are marketable/exportable.
5	Year 21-40 objectives	Continue relevant operations and activities from previous phases; perform a comparative analysis of environmental conditions (including the quality of life) at the 40-year mark using the assessment that was performed during phase 4; develop and execute a new 20-year plan for ensuring high-quality environmental protection and for mitigating Climate Change for Black areas of influence to include potential relocations; expand environmental protection and Climate Change entrepreneurship; and collaborate with relevant NBPC representatives to assess prospects for developing new areas of influence and/or more unified areas of influence that reflect high-quality environmental protection and that are fortified against Climate Change.
6	Year 41-60 objectives	Continue relevant operations and activities from previous phases; perform a comparative analysis of environmental conditions (including the quality of life) at the 60-year mark using the assessment that was performed during phase 5; develop and execute a new 20-year plan for ensuring high-quality environmental protection and for mitigating Climate Change for Black areas of influence to include potential relocations; and expand environmental protection and Climate Change entrepreneurship.
7	Year 61-80 objectives	Continue relevant operations and activities from previous phases; perform a comparative analysis of environmental conditions (including the quality of life) at the 80-year mark using the assessment that was performed during phase 6; develop and execute a new 20-year plan for ensuring high-quality environmental protection and for mitigating Climate Change for Black areas of influence to include potential relocations; and expand environmental protection and Climate Change entrepreneurship.
8	Year 81-100 objectives OVER ARCHING GOAL	Update as required and continue operations and activities outlined in phase 7; and develop a new 100-Year Environmental Protection LTSP. Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience an environment that is pollution-free and protected against the vagaries of Climate Change. Also, existing environmental protection and Climate Change measures are sufficient to sustain a safe and healthy environment.

¹ Melissa Denchak (2018). “Flint Water Crisis: Everything You Need to Know.” Natural Resources Defense Council. <https://www.nrdc.org/stories/flint-water-crisis-everything-you-need-know> (Ret. 100322).

² The fight is ongoing to make those who caused water problems in Flint to pay. However, Michigan courts continue to take unfavorable actions toward Black Americans. Ed White (2022). “Flint water crisis charges dropped for 7 former officials.” *The Washington Post*, October 4th. https://www.washingtonpost.com/politics/judge-tosses-charges-against-7-people-in-flint-water-crisis/2022/10/04/e99a869c-4407-11ed-be17-89cbe6b8c0a5_story.html (Ret. 100522).

³ Edwin Rios (2022). “Jackson water crisis: Mississippi accused of ‘intolerable’ racial discrimination.” *The Guardian*. <https://www.theguardian.com/us-news/2022/sep/29/naacp-racial-discrimination-complaint-jackson-water-crisis> (Ret. 1002322).

⁴ Maura Allaire, Haowei Wu, and Upmanu Lall (2018). “National Trends in Drinking Water Quality Violations.” *Proceedings of the National Academy of Science*. <https://www.pnas.org/doi/abs/10.1073/pnas.1719805115> (Ret. 100322).

⁵ *Ibid.*

⁶ US Department of Commerce, National Oceanic and Atmospheric Administration (2022). “2022 Sea Level Rise Technical Report.” <https://oceanservice.noaa.gov/hazards/sealevelrise/sealevelrise-tech-report.html> (Ret. 100322).

⁷ All these statistics are available from BEA’s National Fixed Assets Accounts Tables: Table 7.1 provides estimates of the net stock of infrastructure; Table 7.7 provides estimates of the average age of infrastructure; and Table 7.5 provides estimates of investment in infrastructure. <https://apps.bea.gov/iTable/?ReqID=10&step=2> (Ret. 100322).

⁸ Estimates of national and state and local government nominal economic growth for 2021 are derived from: US Department of Commerce, Bureau of Economic Analysis (2022). “Table 1.1.5 Gross Domestic Product.” National Income and Product Accounts. <https://apps.bea.gov/iTable/?reqid=19&step=2&isuri=1&categories=survey> (Ret. 100322).

⁹ Nancy Harris and David Gibbs (2021). “Forests Absorb Twice As Much Carbon As They Emit Each Year.” World Resources Institute. <https://www.wri.org/insights/forests-absorb-twice-much-carbon-they-emit-each-year> (Ret. 100322).

CCA – Housing and Community Amenities

Sectoral coverage

The Housing and Community Amenities (HCA) sector covers: *Housing development*; *Community development*; *Water supply*; and *Street lighting*. The only HCA component that warrants further explication is *Community development*, which encompasses administrative efforts to ensure the appropriate evolution of communities (areas of influence); including planning for the development of all non-housing physical infrastructure that is required by an area of influence. For example, commercial spaces, educational and recreational facilities, cultural venues, power and water systems and related structures fall under *Community development*. Notably, the *Water supply* HCA component should be considered side-by-side with the work of the Environmental Protection sector.

The HCA sector concerns development of physical environments (areas of influence) in which independent, self-sustained, and self-determined Black Americans can move, live, and have our being. When properly configured, HCA should enable Black Americans to conduct most, if not all, of our affairs within our areas of influence without having to venture outside—except to visit other parts of the American landscape and to transit to similarly configured Black American areas of influence elsewhere. Completely and properly developed HCA reflect all requirements for life: From womb-to-tomb.

Given the nature of this LTSP (especially the fact that it is mainly a plan for evolving/developing a new economy), this Common Country Analysis (CCA) will emphasize economic aspects of developing HCA for our areas of influence so that the overarching LTSP goal is achieved successfully, as well as the following 100-year goal of the HCA sector:

Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible housing and community amenities. Also, the resources, skills, and productive capabilities exist within our areas of influence and are aligned to continue producing sufficient housing and community amenities far into the future.

Status of the Black America’s HCA

Required HCA can only be realized in a US context when sufficient land, economic (material and financial) and human resources are available with which to produce them. To characterize the current status of Black America’s HCA, we begin with statistics on our ownership of land, and then refer to other CCAs in this LTSP to highlight our economic position and our possession of the human capital required to develop required HCA.

- During calendar quarter IV of 2022, just 44.9 percent of Black American households were homeowners.¹

- In 2021, according to American Housing Survey results concerning the mortgage characteristics of owner-occupied housing units, Black Americans owned about 7.9 million housing units, which is 9.5 percent of the total number of such owner-occupied housing units (82.5 million).² Keep in mind that many of these Black-owned housing units are not located in what are understood today to be Black American areas of influence where Black Americans comprise over 50 percent of the population. Also, due to Black Americans' income and wealth, Black-owned housing units are likely to be smaller than White-owned housing units and are likely to be associated with smaller land plots. If Black Americans were to decide to abandon urban living and to establish a self-determined lifestyle in rural areas of the country, then it is important to know that Black Americans were estimated to represent just two percent of agricultural landowners at the turn of the millennium, owning less than one percent of all privately held agricultural land.³ Consequently, topping a list of prioritized actions for the HCA sector is to promulgate a strategy that will permit Black Americans to retain control of our existing land holdings (in urban areas of influence and in rural areas) and to increase ownership of the land and residential structures in urban and rural areas.
- To seek to preserve control of our existing areas of influence and to increase our ownership of property therein requires financial resources. We refer readers to the Economic Affairs sector within this LTSP for a refresh on Black America's economic condition.⁴
- Financial and/or economic resources alone are insufficient to produce HCA. Rather, human capital must be factored into the equation. In this case, we consider Black American ownership of architectural and engineering and construction firms that are available to perform the physical work required to build HCA.
 - For 2018, the US Census Bureau reports that Black Americans owned 18,058 (2.2 percent of the total) *Professional, scientific, and technical services employer firms* of which *Architectural and engineering services employer firms* are a subset, and 8,841 ((1.2 percent of the total) *Construction employer firms*.⁵
 - For 2018, the Census Bureau reports that Black Americans owned 250 thousand (6.5 percent of the total) *Professional, scientific, and technical services nonemployer firms* of which *Architectural and engineering services nonemployer firms* are a subset, and 168 thousand (6.2 percent of the total) *Construction nonemployer firms*.⁶
 - The US Department of Labor, Bureau of Labor Statistics (BLS) reports for 2022 that 6.7 percent of workers in the *Architectural and engineering services* industry were Black, while 6.7 percent of workers in the *Construction* industry were Black.⁷

These statistics provide *prima facie* evidence that Black America is ill-equipped today to produce HCA well and on a significant scale. Simply put, we have neither sufficient ownership of *Architectural and engineering services* or *Construction* firms nor sufficient Black workers in these industries to develop HCA on a scale that is needed by the Black American population if we are to improve HCA to a level that will enable us to fulfill our HCA 100-year goal. Also, one can be certain that the statistics cited above on employment in these industries are associated mainly with Black workers operating at the bottom of the hierarchy of these industries. We should not be surprised to find that, for example, among the heavy and civil engineering construction firms that

build streets, water supply, sewer, and electric power systems, Black ownership and workers are rare. Consequently, Responsible Parties in the HCA sector must have as job one the task of collaborating with other sectors, especially the Economic Affairs and Education sectors, to assemble the financial capital required to build HCA and to develop the human capital required to plan and build HCA. If we work strategically and diligently, then we may find that by the time we are able to realize increases in our presence in the aforementioned industries that are critical to the development of HCA—at least as employees if not as owners of firms—we will have been successful in amassing the financial resources to begin building and enhancing HCA in Black areas of influence. Being in this position should stimulate/precipitate a higher level of Black ownership of *Architectural and engineering services* and *Construction* firms.

Sectoral needs and rationale

An important supporting goal of the LTSP is to achieve independence, self-sufficiency, and self-determination. Accordingly, it is critical that this plan provide guidance on how Black Americans can work through the HCA sector to develop effective and smoothly functioning independent and self-sustaining areas of influence that reflect sufficient HCA. All the foregoing shines a spotlight on the following seven critical needs:

- Identify all relevant Responsible Parties that should develop affiliates across the US within our distributed areas of influence, and then grow those affiliates so that they can be effective at the local level in implementing strategies that are developed for planning and building HCA.
- Develop strategies for sustaining/preserving and expanding our physical areas of influence: See Box 1.
- Develop strategies in concert with Economic Affairs sector Responsible Parties for securing financial resources to plan and build HCA in our areas of influence: See Box 2.
- Develop strategies in collaboration with Education sector Responsible Parties so that human capital can be developed for employment in relevant fields (Urban and Regional Planning, Architectural and Engineering Services, and Construction), which will ultimately produce owners of firms that can continue planning and building HCA in our areas of influence.
- Develop methods for assessing our areas of influence and for prioritizing them for HCA development. It is transparent that HCA development should occur first in prioritized areas of influence. Also, this implies that there must be collaboration and cooperation across areas of influence, which should produce intellectual, methodological, and procedural spillovers that can accelerate the building of HCA in all areas of influence over the course of time.
- Develop comprehensive and systematic methods and procedures for planning and building HCA in our areas of influence. To the extent possible, these planning and building methods and procedures should be transportable from one area of influence to another.
- Fulfill these needs by implementing the above-described strategies through the NBPC, HCA Responsible Parties, HCA Affiliates, and other LTSP sector Responsible Parties.

Box 1.—Strategies for Sustaining and Expanding our Areas of Influence

Strategy 1: Mount informational and special interest political campaigns to manage/control efforts to gentrify Black American areas of influence. These efforts should be pursued at all levels (national, state, and local) of government to ensure that opportunities/prospects for Black Americans securing gentrified properties in Black American areas of influence are highly favorable.

Strategy 2: Develop and execute a dual-component effort to increase Black American ownership of residential and nonresidential real estate in Black American areas of influence:

- Component i: Establish an association (or club) (within the letter of the law) that permits membership mainly by Black businesses (broadly) operating in and around Black areas of influence. The association forms a voluntary revenue pool derived from the revenue earned by members of the association in Black areas of influence from Black patrons. Distribute a portion of the revenue pool to Black members of the association who lease residential or nonresidential property to Black patrons. This distribution enables a discount for Black tenants and establishes a lower effective rental price than would otherwise prevail. This lower effective rental price increases the price competitiveness of Black real estate in Black areas of influence.
- Component ii: HCA Responsible Parties in Black areas of influence form a Housing Committee that lobbies at the local government level to establish high-quality housing standards and vigorous and effective enforcement of those standards, especially in Black areas of influence. The Housing Committee should work to keep before the public those properties and associated owners whose properties fail to meet standards.
- Intended Result: It would be expected that Component i reduces rental revenue for nonmembers of the association, and Component ii increases the costs (expenses) of leasing residential and nonresidential property in Black Americans areas of influence. Jointly, they work to reduce profitability of real estate in Black American areas of influence for non-Black owners. This reduced profitability could cause certain owners to relinquish their ownership of real estate in Black American areas of influence and may open the door to increased Black American ownership.

Strategy 3: Led by “Responsible Parties,” all Black Americans in our areas of influence should work to establish funds that can be leveraged by existing Black property owners in good standing to prevent foreclosures that could reduce Black American ownership.

Establish other workable strategies for sustaining and expanding Black American ownership in our areas of influence.

Box 2.—Strategies for Securing Financial Resources for HCA Development

Strategy 1: Collaborate with the Economic Affairs sector to develop an information campaign that convinces Black Americans concerning the safety of banking Black.

Strategy 2: Collaborate with the Economic Affairs sector to help engender the formation of more Black banks (financial institutions) in and around our areas of influence—being cognizant of the ever-changing nature of banking.

Strategy 3: Develop and implement educational and informational campaigns aimed at increasing Black American banking at Black financial institutions.

Strategy 4: Develop a program that encourages Black banks to mainly engage in lending to parties intending to invest (build/renovate), engage in enterprise, and/or make expenditures in Black areas of influence.

Strategy 5: Collaborate with Black banks in and around our areas of influence to develop a framework to secure available financial philanthropic resources (intended for “Blacks and other ‘non-White’ racial/ethnic groups”) from the following types of organizations: The National Football League, the National Basketball Association, the Women’s National Basketball Association, Churches, and other philanthropic organizations/entities. In addition, use this framework to secure financial resources from very wealthy Black Americans. Use a “boycott” threat to ensure the success of these efforts.

Strategy 6: Develop a plan to motivate Black banks to become expert in hosting/managing retirement funds/programs because Blacks have considerable financial resources in retirement accounts, some of which may safely and legitimately be used to finance certain aspects of HCA development that produce market returns.

Establish other workable strategies for securing financial resources for HCA development.

Suggested Responsible Parties

Responsible Parties for the HCA sector include, but are not limited to:

National Society of Black Engineers
National Black Contractors Association
National Association of Minority Contractors
National Association of Black Women in Construction
Blacks in Construction Labor Unions
National Education Association
Nine HBCUs that are “Construction Schools”
National Bankers Association
BankBlackUSA.org
Bank of Africa Project

HCA overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated eight-phase 100-year LTSP, Table 6 presents the phased 100-year overarching goal and selected objectives for the HCA sector.

Table 6. HCA Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Objectives
1	Years 1-5 objectives	Ensure that HCA Responsible Parties are represented appropriately on the National Black Planning Council (NBPC); HCA sector Responsible Parties integrate tightly with related Responsible Parties in the Economic Affairs, Education, and Environmental Protection sectors; HCA and Education Responsible Parties plan for the training and development of sufficient Black American Urban and Regional Planning, Architectural and Engineering Services, and Construction industry owners, managers, and workers; HCA and Economic Affairs Responsible Parties (particularly finance and business elements) plan for the acquisition of financial resources to secure the land, labor, equipment, and materials to construct the requisite housing and community amenities for Black America; develop a strategy that is best suited for ensuring the retention of Black American areas of influence (the physical space), including expanding Black American ownership; HCA sector develops affiliates at the local level (areas of influence) to promulgate its strategies; HCA Responsible Parties engage with General Public Service (GPS) sector Responsible Parties to perform a baseline assessment of Black America’s housing conditions, future requirements, and well-being.
2	Year 6-10 objectives	Continue relevant Phase 1 efforts; national HCA Responsible Parties strengthen the structural and administrative integrity of local affiliates and develop a matrix that designates areas of influence as able to operate independently versus requiring assistance (collaboration) from proximately located areas of influence; develop a matrix that prioritizes areas of influence HCA demands; toward the end of the phase, begin to observe results of Phase 1 efforts on developing access to sufficient financing and Black American owned and managed construction industries; begin to fulfill HCA requirements in selected, top priority areas of influence; and reassess HCA requirements in Black American areas of influences.
3	Year 11-15 objectives	Continue relevant work from Phase 2; expand efforts to address HCA requirements on a prioritized basis in Black areas of influence to the extent of financial, commercial, and human resource availability; toward the end of Phase 3, develop a 20-year plan to address identified HCA requirements in Black American areas of influence; and reassess HCA conditions and requirements in Black American areas of influence.
4	Year 16-20 objectives	Continue relevant work from earlier phases; continue to expand efforts to address HCA requirements to the limit of available resources; develop a public information campaign (internal and external) that emphasizes using only Black American financial and human resources to fulfill HCA needs to the extent possible; toward the end of Phase 4, develop a new 20-year plan to address identified HCA requirements in Black American areas of influence; and reassess HCA conditions and requirements in Black American areas of influence.

No.	Phases	Goals and Objectives
5	Year 21-40 objectives	Continue relevant work from earlier phases; continue to expand efforts to address HCA requirements to the limit of available resources; extend the (internal and external) public information campaign that emphasizes using only Black American financial and human resources to fulfill HCA needs to the extent possible; toward the end of Phase 5, develop a new 20-year plan to address identified HCA requirements in Black areas of influence; reassess HCA conditions and requirements in Black areas of influence; and develop a report that compares and contrasts HCA outcomes for Black America at the outset of execution of the LTSP and during Phase 5.
6	Year 41-60 objectives	Continue relevant work from earlier phases; continue to fulfill HCA requirements to the limit of available resources; redouble efforts to strengthen local affiliates; reassess with the Education sector efforts to ensure the available human resources for fulfilling HCA needs; reassess with the Economic Affairs sector efforts to ensure the availability of financial resources to meet HCA requirements; consider with the NBPC prospects for an alternative mode of independent, self-sustained, and self-determined existence for Black America; toward the end of phase 6, develop a new 20-year plan to fulfill HCA requirements; reassess HCA conditions, future requirements, and well-being; and reassess strategies for retaining Black American control of our areas of influence and to expand our ownership of these areas—to the extent that we are not already full owners.
7	Year 61-80 objectives	Continue relevant work from earlier phases; continue to fulfill HCA requirements to the limit of available resources; work to implement any new HCA strategies derived for altering Black America’s self-determined mode of existence; develop plans to begin renewing HCA infrastructure that has now reached 80-years of age or more; toward the end of phase 7, develop a new 20-year plan to fulfill HCA requirements; reassess HCA conditions, future requirements, and well-being; and develop a report that compares and contrasts HCA outcomes for Black America at the outset of implementation of the LTSP, at the 50-year point, and at the 100-year point.
8	Year 81-100 objectives OVER ARCHING GOAL	Update as required and continue relevant operations and activities outlined in phase 7; and formulate a new 100-year plan for the HCA sector. Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible housing and community amenities. Also, the resources, skills, and productive capabilities exist within our areas of influence and are aligned to continue producing sufficient housing and community amenities far into the future.

¹ This data point is from the St. Louis Federal Reserve’s FRED database. <https://fred.stlouisfed.org/series/BOAAAHORUSQ156N> (Ret. 021423). Note that the national homeownership rate was 65.9 percent during quarter four 2022.

² These data points are from the US Census Bureau’s American Housing Survey Table Creator. https://www.census.gov/programs-surveys/ahs/data/interactive/ahstablecreator.html?s_areas=00000&s_year=2021&s_tablename=TABLE14A&s_bygroup1=9&s_bygroup2=1&s_filtergroup1=1&s_filtergroup2=1 (Ret. 112122).

³ Jess Gilbert, Spencer Wood, and Gwen Sharp (2002). “Who Owns the Land? Agricultural Land Ownership by Race/Ethnicity.” *Rural America*. Vol. 17: Issue 4; pp. 55-62. https://www.ers.usda.gov/webdocs/publications/46984/19353_ra174h_1.pdf (Ret. 112122).

⁴ See the Economic Affairs CCA (p. 27) that provides statistics on Black America’s income and wealth.

⁵ US Department of Commerce, Bureau of the Census (2022), Annual Business Survey. <https://data.census.gov/table?t=Owner+Race+and+Ethnicity&tid=ABSCS2018.AB1800CSA01> (Ret. 112222). Statistics on Black-owned Architectural and engineering services employer firms were not available.

⁶ US Department of Commerce, Bureau of the Census (2022), Annual Business Survey. https://data.census.gov/table?q=ab1800*&tid=ABSNESSDO2018.AB1800NESD04 (Ret. 112222). Statistics on Black-owned Architectural and engineering services nonemployer firms were not available.

⁷ US Department of Labor, Bureau of Labor Statistics (2023). “Household Data Annual Averages, 18. Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity.” *Current Population Survey*. <https://www.bls.gov/cps/cpsaat18.htm> (Ret. 020923).

CCA – Health and Wellness¹

Sectoral coverage

The Health and Wellness sector of this Long-Term Strategic Plan (LTSP) encompasses: *Medical products, appliances, and equipment; Outpatient services; Hospital services; and Public health services*. These elements cover the range of goods, services, and activities that are associated with the production of high-quality health outcomes. The operative term here is “production.” Therefore, it is important to consider the production of health outcomes in the US in its proper context.

It is no secret that the US expends nearly 20 cents of each dollar of total value added (gross domestic product (GDP)) on health.² This fact, in and of itself, is a sign that something is amiss with the production of health and related outcomes in the US. It is apparent that those responsible for planning and managing the economy view the health sector as fertile ground for expansion and growth—to create jobs, income, and wealth. Therefore, a considerable amount of energy and effort is expended to ensure that citizens who become, or who are made to become, sick are “diagnosed and treated.” Many players get in on the action including: The range of highly “qualified” medical professionals (from the nearly endless list of physicians (medical doctors), who have specializations, to laboratory scientists and technicians, to a spectrum of nurses, etc.); nonprofessional medical workers; managers of health-related operations; producers of medical supplies (including pharmaceuticals), machinery, equipment (including robots), and their research and development staffs; construction workers who build hospitals, clinics, and other types of healthcare delivery centers; agricultural workers who supply food to the health industry; media and advertising workers who market health-related goods and services; other support services, including workers who manage medical waste; educators who prepare health and health-related workers to perform their tasks; and health insurance industry personnel. A search of the historical record will show that the health industry continues to grow persistently, and there is seemingly an endless flow of new diseases and conditions that require medical “diagnosis and treatment.”

In contradistinction to the above-described healthcare system, it is common knowledge that, in the Afrikan healing tradition, health concerns are addressed in a holistic manner, and that natural remedies are effective in treating many ill-health conditions. Even after our capture and imprisonment/enslavement in the US, Black Americans continued to use natural remedies in response to illnesses because we were denied access to or could not afford professional medical services. Certain natural remedies that were brought from Afrika and updated in the New World were stolen by Whites and used to generate untold income and wealth. As importantly, Black Americans have been significant players in the healthcare industry—serving as inventors of new medicines and health equipment, procedures, and treatments.

Logic tells us that it is appropriate to question the current intent, design, and operation of the US healthcare system, and to rethink our involvement in it. As we push toward greater independence and self-determination using this LTSP document, we should have a plan concerning how we want to configure our healthcare system to achieve excellent health and wellness. This Common

Country Analysis (CCA) represents such a plan. Like the other CCAs in this document, it contains a plan that spans 100 years. Our ultimate, overarching goal for the Health and Wellness plan is:

Own and operate (control) a comprehensive and effective Black American health and wellness system in our areas of influence that is Afrocentric and that reflects a “prevent, fortify, and flourish” paradigm. Through well-being surveys, Black Americans rate our health and wellness as #1 in the world, and this is substantiated by comparative statistics. Black Americans also convey through well-being surveys that plans to provide future health and wellness in our areas of influence are sound and sufficient.

Note that this Health and Wellness CCA is not intended to address the full spectrum of health issues (training, diseases, diagnoses, treatments, logistics, financing/insurance, etc.) in detail. Rather, it addresses selected and very important health and wellness concerns with the objective of offering a high-level strategic plan that will enable Black America to reach the forestated overarching goal.

Status of Black America’s Health and Wellness

Statistics

The following are key statistics that characterize Black America’s health and wellness. Initially, a comparison is made of what some might describe as the most meaningful health and wellness statistic: Life expectancy at birth. In this case, a comparison is made between Black American outcomes in 2020 versus statistics for the nation that reflects the longest life expectancy, Japan. Afterwards, statistics are provided on the most prevalent causes of Black American deaths. The section includes other important statistics and concludes with an analysis of adverse conceptual aspects of the healthcare system in the US as a set up for how—in self-determined areas of influence—those adverse health and wellness outcomes can be improved. The latter will be presented in the section entitled, “Sectoral needs and rationale.”

Table 7. Life Expectancy at Birth for the US and Best in the World, 2020

Line No.	Groups	Life Expectancy at Birth in Years		
		All genders	Females	Males
1	Non-Hispanic Black Americans 2020*	71.8	75.7	68.0
3	US Overall 2020*	77.3	80.2	74.5
4	Best in the World - Japan 2020**	84.7	87.7	81.6

Sources: *. ** See endnote 3.³

Table 7 shows that for 2020, Black American life expectancy at birth trails the world’s leader, Japan, by 12.9 years: 12 years for Black females and 13.6 years for Black males. When compared with US averages, the gap for Black Americans is 5.5 years overall; 4.5 years for Black females, and 6.5 years for Black males.⁴ These data enable an assessment of how Black America’s quality of life results in significantly reduced well-being (years of life) and is indicative of how our well-being (life span) can be extended by improving our quality of life.

Given differences in life expectancies, it is important to consider differences in causes of death. Table 8 presents the top 10 causes of death for Black American females and males compared with those for females and males for the nation overall.

Table 8. Top 10 Causes of Death for Black Americans, 2018

Line No.	Causes of Death	Percentage of Total Causes			
		Non-Hispanic Black Females	US Females	Non-Hispanic Black Males	US Males
1	Heart disease	23.0	21.8	24.1	24.3
2	Cancer	21.2	20.5	19.7	21.6
3	Strokes	6.5	6.2	5.0	4.3
4	Diabetes	4.5	2.7	4.4	3.3
5	Alzheimer	3.9	6.1		2.6
6	Accidents	3.7	4.3	7.9	7.4
7	Respiratory disease	3.6	6.1	3.3	5.2
8	Kidney disease	3.0	1.8	2.7	
9	Septicemia	2.2	1.5	1.7	
10	Hypertension	2.0		1.7	
	Homicides			4.5	
	Suicides				2.6
	Influenza/Pneumonia		2.2		2.0
	Liver disease				1.9

Source: See endnote 5.⁵

Table 8 shows that the top three causes of death are relatively consistent across all groups considered; that Blacks die from diabetes more so than non-Blacks; that accidents and respiratory diseases are significantly larger causes of death for males than females; that hypertension is a significant cause of death for Blacks, but not for non-Blacks; that homicides are an important cause of death for Black males and that suicides are an important cause of death for non-Black males; and that the nation’s non-Blacks die at a much more significant rate from influenza/pneumonia and Liver disease (especially males) than Blacks. The key takeaway for Black Americans is that we can extend our lives if we can reduce health issues related to heart disease, cancer, strokes, and diabetes with respect to both genders, and focus on reducing accidental deaths and homicides among Black males.

There are two other important health and wellness-related statistics worthy of consideration: The prevalence of obesity among Black Americans and the stress/anxiety that we endure while living Black in America. According to the Center for Disease Control and Prevention (CDC), obesity is associated with higher incidence of heart disease, strokes, and diabetes, the importance of which as causes of death is highlighted in Table 8.⁶ The CDC reports that “Non-Hispanic Black adults (49.9%) had the highest age-adjusted prevalence of obesity...” of all groups surveyed.⁷ On the impacts of stress and anxiety, psychologists are quick to conclude that anxiety can be stressful, and affects our physical and mental health. Stress, experienced in sufficient dosages and compounded persistently (i.e., chronic stress) over time, can kill.⁸ Therefore, to improve and

preserve our lives going forward, it is important that we attack and reduce obesity and adopt methods and behaviors for reducing anxiety/stress.

Before concluding this statistical subsection, it is important to cover two important causes of death not noted above: They impact pregnant mothers and fetuses. Black Americans are overrepresented in the rate of pregnancy related deaths, and we outpace other racial and ethnic groups in the nation in infant mortality. The CDC reports that, of over 1,000 pregnancy related deaths examined across 36 states during 2017-2019, Black American females accounted for 31.4 percent (we accounted for less than 14 percent of the population during the period).⁹ Also, the CDC reports that, for 2019, there were 10.6 infant mortalities for every 1,000 live births among Black Americans—nearly twice the rate for the nation.¹⁰ Clearly, to sustain our population and its growth, we must do more to improve the rate of successful pregnancies and to prevent infant mortality.

The foregoing statistics and condition descriptions provide a snapshot of Black America’s health status. But beyond identifying diseases and conditions that reduce our life expectancy and cause our deaths, there are conceptual aspects of the existing US healthcare system that contribute to our less-than-optimal health and well-being. They are addressed below.

Adverse conceptual aspects of US healthcare

The following descriptive statements concern conceptual aspects of the US healthcare system. The objective is to highlight these concerns, and then to address them systematically in the “Sectoral needs and rationale” section of this CCA as part of designing a plan for generating excellent health and wellness in our self-determined areas of influence.

- **“Diagnose and treat” versus “Prevent, fortify, and flourish.”**—An Afrocentric health and wellness paradigm is holistic. The operating assumption is that all aspects of the universe, including the human body, are designed to work perfectly when correct conditions prevail. Physically, the human body is configured to operate properly when correct and healthy nutrition (foods and fluids) enters the body in the correct proportions and at the correct intervals, when the organs and mechanical aspects of the body are used properly, and when the body operates in a proper environment. The human body and mind work properly when they are not overtaxed and are permitted to alternate between focused activities and calming and healing relaxation. When the body and/or mind of a human malfunction, then all aspects of the environment in which the human exists are examined to determine what has forced a perfectly functioning organism to malfunction. Consistent with this Afrocentric conceptual health and wellness framework is the belief that efforts should be made to prevent malfunctioning of the human body and mind by fortifying them with the already outlined and essential requirements. If essential requirements are in place, then the human body and mind can experience an uninterrupted and flourishing life. In the US healthcare system, the socioeconomic conditions of Black Americans are such that, to date, it has been difficult to adhere to this Afrocentric paradigm, and the environment is often toxic. Therefore, our bodies and minds malfunction. When they do, we are ushered into a healthcare system that simply inquires of the person with a malfunctioning mind/body: Where does it hurt? What does not feel right? Based on answers to these

questions, the medical practitioner may perform tests or scans to diagnose the problem. When the problem is identified, the practitioners cause the malfunctioning mind/body to undergo predetermined treatment that is aligned with the diagnosis—with pharmaceuticals as a primary component of the treatment. Clearly, there is nothing holistic about this approach to “healthcare.” Consequently, our health and wellness plan recommends moving from a “diagnose and treat” paradigm to a “prevent, fortify, and flourish” Afrocentric paradigm.

- **Healthcare provision locales.**—It is common knowledge that hospitals are not always the most favorable places to receive healthcare. Hospitals are the home of diseases and harmful bacteria that can cause illness and death. While healthcare demand and related prices have forced the US healthcare system to reduce the length of hospital stays, too many patients go to hospitals to receive healthcare and remain there too long. In response to this situation, over the last few decades, new recovery or convalescence centers have entered the healthcare system. Typically, very low technical levels of healthcare are administered in these facilities—the type of care that could be administered at home. An Afrocentric approach to health and wellness is to only remove a body/mind that is malfunctioning from its well-known, most comfortable, and healthy/clean environment when absolutely necessary. Also, given the role of family and community in an Afrocentric model, a body/mind is expected to benefit most during a recovery process when ensconced in a home environment and with the people who love, care, and will shower it with the attention and support that speeds recovery. Therefore, the health and wellness plan outlined in this CCA calls for movement from healthcare provision mainly outside of the home to more home-centric healthcare arrangements.
- **Hierarchy of healthcare providers.**—The US healthcare system reflects a highly hierarchical structure. The Afrocentric health and wellness paradigm featured in this CCA is based on a much flatter hierarchical structure. This reduced hierarchy is expected to precipitate reduced errors in healthcare delivery, an acceleration in the delivery of healthcare, an increase in efficiency in healthcare delivery (i.e., reduced costs), and improvements in overall healthcare outcomes. In addition, along with revisions to the hierarchical structure of the healthcare delivery system will come revisions to the related personnel and the associated fundamental point of emphasis in the system.
- **Healthcare financing.**—Healthcare financing in the US is complex. Healthcare recipients face a variety of payment options at the service delivery point; they have many choices in insurance coverage; and they may experience complications in receiving preferred treatment due to the type of insurance coverage selected. Too many Americans have no healthcare financing at all. Healthcare providers face a complex matrix of insurance companies and prices, and they must account for this in service delivery in the context of profitability requirements. Also, healthcare delivery is affected significantly by the litigious nature of the US socioeconomic system, and healthcare providers’ need to protect themselves with insurance that is often very costly. The Afrocentric approach to healthcare financing in communal-based Black American areas of influence is to employ a single-payer health and wellness financing system.

The four health and wellness concerns just elaborated will be considered and addressed in the next section.

Sectoral needs and rationale

This section reflects on, and addresses from an Afrocentric perspective, the health and wellness statistics and conceptual concerns delineated in the previous section. No attempt is made to be fully prescriptive. However, the 100-year plan that appears at the end of this CCA in tabular form makes provisions for health and wellness Responsible Parties to develop such prescriptive plans using the broad directives presented. Together, the directives immediately below and Responsible Parties' detailed plans can ensure that Black America achieves a state of excellent health and wellness (well-being) in our self-determined areas of influence.

The life expectancy statistics presented in the previous section make clear that Black America has a challenge to reach #1 in the world status. But, barring genetic barriers, we can and should expect to live lives as long as those of any other racial or ethnic groups on planet Earth. We can achieve this primarily by working to lower the current top four causes of death for Black Americans: Heart disease, cancer, stroke, and diabetes. It is also important that we reduce deaths caused by accidents and homicides for Black males. Again, all of this is achievable.

Common knowledge and exposure to trained medical practitioners in the US causes one to know that there are a few significant and critical contributing causes to the top four causes of death among Black Americans: (1) Black Americans, across the board, must recognize the proper role of food and fluids as nutrition and medicine for our bodies, and learn to consume appropriate foods and fluids in correct proportions and at correct intervals (with this recognition and appropriate responses, rampant obesity should disappear from the Black American landscape); (2) we must reduce our consumption of alcohol and make H₂O (water) our fluid of choice; (3) we must make every effort to eliminate cigarette smoking from our behavior; and (4) we must regain our propensity to move (exercise) from the cradle to the grave (a sedentary lifestyle is a prescription for death).

Another important contributor to the top four causes of Black American deaths is anxiety/stress. There is no doubt that "living while Black" in America is a stressful and anxious experience that we endure. However, as Black America comes to own and control our areas of influence, use our culture to regain our sense of protection and communalism, and evolve a self-sustaining and self-reliant economy, we can reduce our exposure to the stress/anxiety and pressure of living in America tremendously, which will enable us to reap enormous health and wellness benefits.

Importantly, self-determined Black American areas of influence will produce a reduction in pregnancy related deaths and infant mortality. As a revival of our Recreation, Religion, and Culture (RRC) pervades our areas of influence, our sense of family and community will increase, and we will all feel, and be, more secure in our everyday lives. Couple that with improved diets and an Afrocentric health and wellness system that is orchestrated by Black health and wellness practitioners, Black mothers and their infants will be healthier from conception, to delivery, and beyond.

To make all the foregoing a reality, Black America must leverage all the tools at our disposal to inform and promote our Afrocentric health and wellness paradigm in our self-determined areas of

influence including educational curriculums, RRC workers, economic and business operations, and media platforms.

The following points address the four health and wellness conceptual concerns that were discussed in the previous section. They are considered in reverse order.

- Healthcare financing.**—The Afrocentric approach to healthcare financing in communal-based and self-determined Black American areas of influence is a single-payer system. All parties involved (workers, business owners, governance, and healthcare providers) must commit to the system to ensure that sufficient contributions are made and that resources are available to finance our health and wellness needs. The single-payer system is a collective social security system. Workers and business owners pay into the system. The governance system collects these payments and then uses them to finance healthcare needs. While some single-payer systems have earned a bad name, they work well in places where the population is homogeneous and all parties in the system act to ensure that: The entire system works by being committed to sound health and wellness practices; and that delivery of care is as economically efficient as possible. Such homogeneous population settings are typically less litigious (everyone is everyone else’s cousin) and regulatory requirements (especially malpractice insurance) are less onerous. Most importantly, the commitment by all members of these homogeneous populations to practice good health and wellness lifestyles ensures that healthcare requirements are minimized. Black America’s homogenous areas of influence will reflect these types of favorable conditions for a single-payer system. Also, it is well known that single-payer systems are significantly less complex than multi-payer systems, and that the former generate tremendous savings in administrative costs alone.
- Hierarchy of healthcare providers.**—Our proposed health and wellness delivery system will feature an optimally-tiered hierarchical structure and a reassignment of the fundamental point of emphasis. Consider Table 9, which reflects the proposed versus existing structure of the system.

Table 9. Comparison of Proposed vs. Existing Healthcare Delivery System Structures

New Afrocentric Health and Wellness System		Existing System	
Tiers	Personnel	Tiers	Personnel
1	Physicians of all specialties and Physician Assistants	1	Physicians of all specialties
		2	Physician assistants
2	Technicians who operate medical technology	3	Technicians who operate medical technology
3	Nurses (ARNs, RNs, and LPNs)	4	Nurses (ARNs, RNs, LPNs)
4	Health and wellness Advocates/Home health providers	5	Emergency Medical Technicians
		6	Home health aides/certified nursing assistants

Source: LTSP Panel analytics.

Table 9 shows that the proposed Afrocentric health and wellness delivery system structure has a two-level reduction in tiers from the existing system. Also, the fundamental point of emphasis (symbolized by **red** lettering) changes from a delivery system that is physician-

centered, to a system that builds from the bottom up and emphasizes personnel, who will work directly and most intensively with the body/mind that requires health and wellness improvement.

The proposed Afrocentric health and wellness delivery system will embody the following features: (1) Expanded use of medical, information, communications, and other technologies; (2) self-directed health and wellness to include self-testing, reporting, and record keeping; (3) provision of health and wellness treatment in the home, except where this is absolutely not possible and where treatment must be delivered in clinics or hospitals; and (4) a transformation of the current *Home health aide* to a much more sophisticated and well-trained *Health and wellness advocate*, who will serve as a home healthcare provider with knowledge, skills, and abilities sufficient to perform a wide-range of health and wellness functions, including emergency health services that are typically performed by today's emergency medical technicians.

The reduced hierarchy and other features of the proposed health and wellness system should precipitate: Reduced errors in healthcare delivery; an acceleration in the delivery of healthcare; an increase in efficiency in healthcare delivery (i.e., reduced costs); and improvements in overall healthcare outcomes.

- **Healthcare provision locales.**—As elaborated immediately above, this health and wellness plan calls for movement from healthcare provision mainly outside of the home (i.e., in clinics and hospitals) to more home-centric healthcare provision. This change in healthcare delivery will help reduce the number of Black Americans who do not die from conditions that cause hospitals and clinic visits, but from the unfavorable conditions that prevail in many hospitals and clinics and from preventable adverse events in hospitals and clinics.¹¹ The plan also seeks to leverage the optimal conditions for healing that exist in home and communal environments where family and friends can shower love and care on those with health and wellness needs.
- **“Diagnose and treat” versus “Prevent, fortify, and flourish.”**—This health and wellness plan calls for moving from a “diagnose and treat” paradigm to a “prevent, fortify, and flourish” paradigm. When Black Americans operate primarily in our own areas of influence and learn to love ourselves, each other, and life again, then we will be motivated to adopt sound health and wellness practices wholeheartedly. We will eat and drink what is favorable for us, in the correct proportions, and at proper intervals. We will engage persistently life's rhythms through movement (exercising). The sociopsychological conditions in our areas of influence will be favorable and our mental health will be sound. We will have excellent health and wellness outcomes. These conditions are designed to **prevent** a breakdown in health and wellness. Understanding this, if our bodies/minds malfunction, our health practitioners will follow Afrocentric traditions and examine our environments holistically to comprehend the cause of the malfunction. Identifying reasons for the malfunction, health and wellness practitioners will prescribe solutions widely: For the bodies/minds that malfunction and for all of those in the associated environments. These solutions will serve as another preventive measure. At the same time, our health and wellness practitioners, educators, RRC workers, businesses, and media platforms will be perpetually on the lookout for, and then promulgate, new and/or improved health and

wellness practices that will **fortify** us and prevent future health and wellness malfunctions. All these actions will serve to ensure that health and wellness remain excellent in our areas of influence, and we will **flourish** as a people.

This section provided broad and clear directives that address most of the important Black American health and wellness needs. Adoption of these directives and the associated detailed plans that are to be developed by health and wellness Responsible Parties will ensure that Black America can mount a steep but systematic climb toward becoming a people who can say 100 years hence that they enjoy the best health and wellness in the world comparatively speaking, and that they possess the tools and knowledges to maintain that position far into the future.

Suggested Responsible Parties

The Responsible Parties that should assume the work highlighted in this Health and Wellness CCA should include, but not be limited to:

National Medical Association
National Black Medical Students Association
National Dentist Association
National Association of Black Psychiatrists and Psychologists
National Nurses Association
National Association of Nurses Assistants
National Educational Association
National Association of Black Media Owners
National Association of Black Journalists

Health and Wellness overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated phased 100-year LTSP, Table 10 presents the phased 100-year overarching goal and selected objectives for the Health and Wellness sector.

Table 10. Health & Wellness Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	<p>Ensure that all relevant Health and Wellness sector Responsible Parties are identified, listed, and invited to join this Long-Term Strategic Plan (LTSP) effort; ensure that this Health and Wellness sector is represented appropriately in the General Public Service (GPS) sector and on its National Black Policy Council (NBPC); early in the phase, Health and Wellness Responsible Parties develop a more detailed ten-year strategic plan for implementing this LTSP; initiate collaborations with other sectors to operationalize the Health and Wellness ten-year strategic plan to meet the following objectives/purposes – Education sector (to ensure appropriate training to fulfill the “prevent, fortify, and flourish” (PFF) paradigm and to produce the required cadre of professional and nonprofessional Health and Wellness workers is embodied in new curriculums), Housing and Community Amenities sector (HCA; to ensure that required facilities are constructed in our areas of influence to meet Health and Wellness needs), Economic Affairs sector (to ensure that business and workers in Black areas of influence concur with the need to factor into compensation structures provisions for contributions to fund a single-payer Health and Wellness system, and to ensure that Black America’s media operates in full support of the PFF paradigm), Recreation Religion, and Culture (RRC) sector (to ensure that Culture workers in Black areas of influence inform and convince all of our members of the efficacy of adhering to the PFF paradigm), and GPS and Social Protection sectors (to ensure that sufficient financial resources are collected to meet Health and Wellness needs of those who are unable to meet their own needs); and constituent members of national Responsible Parties work to develop and prioritize local Responsible Parties in as many areas of influence as possible across the nation.</p>
2	Years 5-10 objectives	<p>Continue ongoing work from the previous phase; Health and Wellness Responsible Parties intensify efforts with Black businesses (especially the media), journalists, and educators to saturate Black American areas of influence with appropriate Health and Wellness “Do’s and Don’ts” messaging; begin a campaign to convince Black Americans to only utilize Black American providers of Health and Wellness care and to convince Black American Health and Wellness providers to prioritize provision of Health and Wellness care in Black American areas of influence; begin to mount national, state, and local pressure to secure more Health and Wellness resources to be expended in Black areas of influence to address “health disparities;” and at the end of this phase, collaborate with the GPS sector to conduct a statistical gathering and well-being assessment survey on Health and Wellness in Black areas of influence.</p>
3	Years 10-15 objectives	<p>Continue ongoing work from the previous phases; early in the phase, Health and Wellness Responsible Parties in collaboration with relevant sectors update, revise, or develop a new 10-year detailed strategic plan for this sector; Health and Wellness Responsible Parties intensify efforts with Black American-owned media firms and Responsible Parties in the Education and RRC sectors to saturate Black American areas of influence with messaging concerning the very important roles of foods, herbs, spices, and movement (exercise) in promoting excellent health and wellness—to include messages about what is consumed and practiced and about the pattern of consumption and practices; and Health and Wellness Responsible Parties collaborate with GPS, Economic Affairs, HCA, and RRC sectors to begin assembling the physical infrastructure, the four-tiered Health and Wellness services delivery paradigm, and the single-payer Health and Wellness system discussed in this CCA.</p>

No.	Phases	Goals and Subgoals
4	Years 15-20 objectives	Continue ongoing work from the previous phases; Health and Wellness Responsible Parties collaborate with all relevant sectors to ensure that not only are forceful Educational and media messages pervasive in Black areas of influence concerning appropriate sources and uses of Health and Wellness care, but also concerning the very important roles of foods, herbs, spices, and movement (the what and how thereof) in generating excellent health and wellness; ensure that Health and Wellness physical infrastructures, the four-tiered Health and Wellness services delivery system, and the single-payer Health and Wellness financial system continue to be assembled in Black areas of influence; and at the end of this phase, collaborate with the GPS sector to conduct a statistical gathering and well-being assessment survey on Health and Wellness in Black areas of influence.
5	Years 21-40 objectives	Continue ongoing work from previous phases; early in the phase, Health and Wellness Responsible Parties update the existing, or develop a new, 20-year strategic plan for execution; in the plan, account for significant improvements in Black America’s Health and Wellness and collaborate with the Education sector to begin to reduce the future production of Health and Wellness workers and to prepare existing Health and Wellness workers for new and different careers; collaborate with the GPS, Economic Affairs, HCA, and RRC sectors to plan for redirecting Health and Wellness resources to other industries/sectors; retain certain conserved Health and Wellness resources within the sector to perform research on potential future Health and Wellness challenges; Health and Wellness Responsible Parties establish targets that align with this sectors 100-year overarching goal; at the end of this phase, collaborate with the GPS sector to conduct a statistical gathering and well-being assessment survey on Health and Wellness in Black Americans areas of influence; and use the results of the just mentioned survey to prepare an analytical report on improvements in Black America’s Health and Wellness in comparison to the statistics collected at the outset of this LTSP.
6	Years 41-60 objectives	Continue ongoing work from previous phases; early in the phase, Health and Wellness Responsible Parties update the existing, or develop a new, 20-year strategic plan for execution that accounts for improvements in Black America’s Health and Wellness and reprograms relevant human and financial resources; review the health targets established in the previous phase and tweak the Health and Wellness strategic plan to assist in meeting the 100-year goal for this CCA; develop and implement a consultative program for other Afrodescendant people to assist them in improving their health and wellness; and at the end of this phase, collaborate with the GPS sector to conduct a statistical gathering and well-being assessment survey on Health and Wellness in Black Americans areas of influence.
7	Years 61-80 objectives	Continue ongoing work from previous phases; early in the phase, Health and Wellness Responsible Parties update the existing, or develop a new, 20-year strategic plan for execution that accounts for improvements in Black America’s Health and Wellness and redirects relevant human and financial resources; review the health targets established in the previous phase and tweak the Health and Wellness strategic plan to assist in meeting the 100-year goal for this CCA; at the end of this phase, collaborate with the GPS sector to conduct a statistical gathering and well-being assessment survey on Health and Wellness in Black areas of influence; and use the results of the just mentioned survey to prepare an analytical report on improvements in Black America’s Health and Wellness in comparison to the statistics collected at the outset of this LTSP..

No.	Phases	Goals and Subgoals
8	Years 81-100 objectives OVER ARCHING GOAL	<p>Continue ongoing work from previous phases; early in the phase, Health and Wellness Responsible Parties update the existing, or develop a new, 20-year strategic plan for execution that accounts for improvements in Black America’s Health and Wellness and redirects relevant human and financial resources; and at the end of the phase prepare a new 100-year Health and Wellness strategic plan for Black America’s areas of influence.</p> <p>Own and operate (control) a comprehensive and effective Black American health and wellness system in our areas of influence that is Afrocentric and that reflects a “prevent, fortify, and flourish” paradigm. Through well-being surveys, Black Americans rate our health and wellness as #1 in the world, and this is substantiated by comparative statistics. Black Americans also convey through well-being surveys that plans to provide future health and wellness in our areas of influence are sound and sufficient.</p>

¹ This title expands on the title given by the *Classifications of the Functions of Government*, which is simply “Health.”

² Robert Kornfeld, Micah Harman, Nathan Espinosa, Regina butler, and Aaron Catlin (2020). “A Reconciliation of Health Care Expenditures in the National Health Expenditures Accounts and in Gross Domestic Product.” BEA Working Paper Series, WP202-8. <https://www.bea.gov/system/files/papers/BEA-WP2020-8.pdf> (Ret. 020523).

³ US life expectancy statistics (nationally and for Non-Hispanic Black) for 2020 are from: Elizabeth Arias *et al* (2020). “Provisional Life Expectancy Estimates for 2020.” *Vital Statistics Rapid Release, Report No. 015*. Center for Disease Control and Prevention, US Department of Health and Human Services. <https://www.cdc.gov/nchs/data/vsrr/vsrr015-508.pdf>; Japan’s life expectancy statistics are from the Organization for Economic Cooperation and Development; <https://data.oecd.org/healthstat/life-expectancy-at-birth.htm>. (Ret. 020523).

⁴ Notably, the 2020 life expectancy at birth statistics reflect a COVID-19 impact, which took hold during the second quarter of 2020. The latest available life expectancy statistics for the year 2021 show and even more severe, full year impact from COVID-19. Accordingly, statistics for 2021 are not presented. Data for 2022 were not available at this writing.

⁵ Melonie Heron (2021). “Deaths: Leading Causes, 2018.” *National Vital Statistics Reports*. Vol. 70: Number 4. Center for Disease Control and Prevention, Department of Health and Human Services. <https://www.cdc.gov/nchs/data/nvsr/nvsr70/nvsr70-04-508.pdf> (Ret. 020523).

⁶ Center for Disease Control and Prevention (2023). “Adult Obesity Facts.” US Department of Health and Human Services. [https://www.cdc.gov/obesity/data/adult.html#:~:text=Obesity%20affects%20some%20groups%20more%20than%20others&text=Non%2DHispanic%20Black%20adults%20\(49.9,Hispanic%20Asian%20adults%20\(16.1%25\)](https://www.cdc.gov/obesity/data/adult.html#:~:text=Obesity%20affects%20some%20groups%20more%20than%20others&text=Non%2DHispanic%20Black%20adults%20(49.9,Hispanic%20Asian%20adults%20(16.1%25)). (Ret. 020523).

⁷ *Ibid.*

⁸ Jennifer Morey, *et al* (2015). “Current Directions in Stress and Human Immune Function,” *Current Opinion Psychology*. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4465119/> (Ret. 090622).

⁹ Susanna Trost, *et al* (2022). “Pregnancy-Related Deaths: Data from Maternal Mortality Review Committee in 36 US States, 2017-2019.” Centers for Disease Control and Prevention, US Department of Health and Human Services. <https://www.cdc.gov/reproductivehealth/maternal-mortality/erase-mm/data-mmrc.html> (Ret. 020623).

¹⁰ Center for Disease Control and Prevention (2020). “Infant Mortality.” US Department of Health and Human Services. <https://www.cdc.gov/reproductivehealth/maternalinfanthealth/infantmortality.htm> (Ret. 020623).

¹¹ This statement concerns “preventable deaths” (Preventable Adverse Events (PAE)) in healthcare facilities. This topic carries considerable controversy concerning the volume of such occurrences. Scientific studies during 1999 to 2020 placed the volume of US preventable deaths in healthcare facilities in the range of 40,000 to over 400,000 annually. However, a 2020 study by professors at Yale University, who developed a meta-analysis of previous studies, concluded that previous estimates overstated dramatically the actual volume of preventable deaths. Consult: Benjamin Rodwin, *et al* (2020). “Rate of Preventable Mortality in Hospitalized Patients: A Systematic Review and Meta-Analysis.” *Journal of General Internal Medicine*: Vol. 35, No. 7; pp. 2099-2106. doi: [10.1007/s11606-019-05592-5](https://doi.org/10.1007/s11606-019-05592-5) (Ret. 020723). Note that the just-cited article includes citations to earlier studies. To our knowledge, studies on this topic do not provide statistics on preventable deaths by race/ethnicity.

CCA – Recreation, Religion, and Culture

Sectoral coverage

The Recreation, Religion, and Culture (RRC) sector covers: *Recreational and sporting activities*; *Religious and other community services*; and *Cultural services, including broadcasting and publishing services*. Each subsector is broad in scope and could, theoretically, serve as a stand-alone sector. Given this realization, the nature of the Common Country Analyses (CCA) presented in this Long-Term Strategic Plan (LTSP) document, and space considerations, the subsectors are addressed concisely, at a thirty-thousand-foot level, and only sufficiently to lay a foundation for the various strategies that are designed to enable Black Americans to achieve the overarching LTSP goal.

Consistent with, but subordinate to, the LTSP overarching goal, the 100-year overarching goal for the RRC sector is:

Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they enjoy and benefit from the best possible RRC due, in part, to their contributions to Black America’s achievement of self-determination. In addition, expectations about the future provision of RRC are consistent with enjoying a superb quality of life.

Before presenting the status and needs of Black America’s RRC, it is important to elaborate briefly on these three fulcrum elements of life in our areas of influence.

- **Recreation.**—It spans all activities and events in which Black Americans participate that are intended to recreate and refresh our and others’ bodies, minds, and spirits (from gardening, to participating in a Pop Warner football league, to making a submission on social media platforms). Due to the number of top Black “stars” recognized in various recreational sports, it is transparent that Black Americans have come to dominate wherever we show interest.
- **Religion.**—It remains one of the most segregated aspects of American life today and it continues a precipitous decline in participation by Black Americans in certain portions of the country.¹ Importantly, Black America continues to fail to fully exploit the institutional frameworks and organizational structures of our religious organizations/institutions to advance our pursuit of independence, self-sufficiency, and self-determination, and liberty.
- **Culture.**—In a phrase, Black American Culture is American Culture. Black Americans have gained great recognition and have excelled in most aspects of American Culture: Music, the visual arts, theater, dance, literature, cinema, broadcasting, and so on.

It is safe to say that if halls of fame were restricted to presenting inductees from the past 30 years or so, and if they were the only places visited by aliens, then those aliens would leave Earth with the impression that Black Americans were the greatest, most creative, and most prolific people living in America. Unfortunately, Black America tends to forget this fact and, of course, White America has no interest in reminding us of our greatness.

Status of the Black America’s RRC

The following section features statistics on, and analyses of, Black America’s RRC. The statistics and analyses are for a small subset of the RRC spectrum and characterize only partially the state of Black America’s RRC. The section emphasizes income and wealth producing aspects of RRC and highlights our positions mainly as laborers. It is common knowledge that White owners glean the largest benefits from related Black American RRC production. Of course, the racially segregated nature of religion is somewhat of an exception. We take each subsector in turn.

Recreation

The following statistics reflect the role of Black Americans in the most popular professional, college, and high school sports. Also, there is information about pre-high school athletic recreation.

Table 11 provides 2022 statistics on the Black American share of players in the most popular professional sports and the number and shares of Black head coaches/managers and majority owners. While Black Americans dominate play in football and basketball (men and women), only basketball reflects a close to representative share of roles at the head coaching level. Black ownership in these sports is nearly nonexistent.

Table 11. Selected Black Demographics for the Most Popular Professional Sports

Line No.	Professional Sports Leagues	Black Players as a Share of the Total ²	Black Head Coaches/Managers as a Share of the Total ³	Black Majority Owners as a Share of the Total ⁴
1	National Football League	58%	3 (9.3%)	0 (0.0%)
2	National Basketball League	73.2%	15 (50%)	1 (3.3%)
3	Women’s National Basketball League	74.5%	6 (50%)	0 (0.0%)
4	Major League Baseball	7.2%	2 (6.6%)	0 (0.0%)

Sources: NFL, NBA, WNBA, and MLB and LTSP Panel analytics.

The National Collegiate Athletic Association (NCAA) maintains high-quality statistics on Black American participation in the most popular collegiate sports: Football and basketball. Table 12 shows 2022 statistics on the number and share of Black participation in these two sports for student athletes and coaches for all NCAA divisions. The data show that, given the Black American population, we are overrepresented as student athletes and as coaches in all three sports.

Table 12. Selected Black Demographics for the Most Popular Collegiate Sports⁵

Line No.	Collegiate Sports	Black Student Athletes Number and Share of the Total	Black Coaches Number and Share of the Total
1	Men’s Football	30,555 (39.7%)	97 (14.4%)
2	Men’s Basketball	8,428 (44.1%)	205 (19.0%)
3	Women’s Basketball	5,083 (30.1%)	218 (19.9%)

Source: NCAA and LTSP Panel analytics.

At the high school level and considering the most popular sport in detail, according to *The New York Times* Black Americans accounted for about 25% of all football players in 2019.⁶ This represents a significant overrepresentation of Black youth in this sports activity because Black Americans only comprised 14.7 percent of the high school population in 2019.⁷ Although comprehensive statistics on Black Americans participation in high school basketball (male or female) are not readily available, an important Aspen Institute parents' survey estimated that Black families spend least among key ethnic groups (Asian, Black, Hispanic, and White) per child involved in athletic activities (\$536.92) annually.⁸ This reinforces the fact that, as noted in the Economic Affairs CCA, Black American households have less to spend overall, yet Black American youth often outperform—this despite the lower level of financial investment. Nevertheless, the just-mentioned Aspen Institute survey reveals that Black American youth may be over investing their time, energy, and efforts in athletic pursuits.

For 5-to-16-year-olds there is the Pop Warner program and for a wider range of ages there is the Amateur Athletic Union (AAU). Pop Warner features participation by over 400,000 boys and girls in football and cheerleading competition.⁹ The AAU has numerous athletic programs for its over 700,000 participants.¹⁰ Although statistics on Black participation in these programs are not available, there is a high probability that Black Americans are overrepresented when compared to our representation in the population.

It is important to remember that the foregoing has mainly highlighted popular Recreational activities. As another measure of Black America's general engagement in recreation and entertainment, the US Department of Labor, Bureau of Labor Statistics' (BLS') *American Time Use Survey (ATUS)* provides useful insights on the extent to which we recreate. The *ATUS* estimates for 2021 rank Black Americans as spending more time daily on leisure and sports activities (5.58 hours) than any of the four major racial/ethnic groups (White, Black, Asian, and Hispanic/Latino).¹¹ While Black America spent less than one hour on all other categories of leisure and sports activities (participating in sports, socializing and communicating, reading, relaxing/thinking, playing games and computer use for leisure, and other leisure and sports activities, including travel), we spent a whopping 3.50 hours per day watching television. What we know is that, given limited Black American ownership of the television airwaves and the limited amount of content that is designed to motivate action to achieve self-reliance, and self-determination, our television viewing habits may be hampering our pursuit of liberty.

Whether the reference is to the most popular professional, college, or high school sports, to athletic activities for our youth, or to how Black America consumes its time, there are shortcomings with respect to generating the best well-being for us. Admittedly, these statistics reveal just the tip of the iceberg, but they portray a consistent story: We can do better for ourselves. This CCA discusses how we can do better in the pages ahead. Now, we turn our attention to the Religion component of RRC.

Religion

It is common knowledge that most Black Americans are tightly linked to the Christian Religion and its many denominations: About 66 percent of Black Americans are of the Protestant Faith, six

percent claim Catholicism; three percent are associated with other Christian religions; three percent adhere to non-Christian faiths, and 21 percent are Unaffiliated.¹² As noted in the General Public Service (GPS) CCA, there are at least 40,000 Black congregations.¹³ The Black Church as an institution is well-known for its role in binding Black areas of influence together when its Afrikan chief-like leaders/pastors are dynamic; it has played significant roles in helping stimulate Black economic activity; and it provides educational opportunities—especially through Historically Black Colleges and Universities (HBCUs). However, there are Black Church informational gaps. These information gaps also exist for other Black religious organizations.

For example, there is little information available concerning: (1) The current number of Black churches; (2) total revenues raised by Black churches; (3) how much of that revenue is deposited in Black banks; and (4) how much in capital expenditures (building churches not factories) are made by Black churches? This important, but generally unavailable, information is integral to comprehending the economic capacity of Black areas of influence, which can then inform plans for the rate at which Black areas of influence can or should attempt or expect to grow, incorporate improvements, and provide services.

One piece to this information puzzle is filled, at least in part, by the US Department of Commerce's Census Bureau, which reports for 2018 that there were about 28.3 thousand full-time, year-round Black clergy and their median (the middle observation in a bottom to top sequence) was \$49,342 per year.¹⁴ Unfortunately, unlike a mean (average) statistic, the median value cited does not enable an estimate of the total compensation for all full-time Black clergy.¹⁵ Also, when evaluating the median earning statistic, it is important to keep in mind the increasing trend of treating the Black Church as a business (particularly among those who subscribe to "Prosperity Gospel") and the impact of "Mega Churches" in driving up compensation for Black clergy to the right of the median. This higher compensation sustains the historical role of the Black clergy in contributing to income inequality among Black Americans. Specifically, the median annual clergy compensation cited is nearly twice the annual income of a household of four existing at the poverty line (\$25,100).¹⁶

While not strictly religious, important Black fraternal organizations (Prince Hall Masons, Eastern Star, Divine Nine Organizations, Jack & Jill) and non-governmental organizations (NGOs), such as the National Association for the Advancement of Colored People, the National Urban League, the National Action Network, Black Lives Matter, Rainbow Push Coalition, etc., represent essential threads in the fabric of our political and socioeconomic system in that they often engage in our struggle for justice in America (overtly and covertly). Those that are nonprofit (Internal Revenue Service Code 501(c)(.)) organizations/institutions continue to remain somewhat nontransparent in divulging full summary financial details of their total operations by devolving certain accounting requirements to their affiliates and making collection and aggregation of the information a very tedious process. Consequently, information about the magnitudes of their revenues, especially that portion contributed by Black Americans, is not readily available. Admittedly, there are certain exceptions.

A primary concern about all these organizations/institutions is that outsiders looking in observe a type of cliquishness that appears to result in "elite capture."¹⁷ That is, because these organizations/institutions are well organized, they can apply pressure to certain parties and obtain

benefits, which are typically reserved for members. It is hoped that Black America's efforts to achieve self-determination in our areas of influence through a resegregation process will engender within members of these organizations/institutions stronger Afrikan communal sentiments, which will help halt elite capture and ensure that all deserving Black Americans obtain access to the benefits that accrue to these organizations/institutions.

No doubt the Black Church and Black fraternal and NGO (non-profit) organizations/institutions present challenges. The good news is that these entities are well established and continue to do good work in Black areas of influence. However, it is imperative that implementers of this LTSP galvanize these organizations/institutions and motivate them to resurrect the spirit of their founders. Once these organizations/institutions value the life and well-being of Black America's "least of these" as much as that of those with money, power, and influence, then great progress will be made in achieving the long-term goal of this CCA and that of this LTSP.

Culture

To open this section on "culture," it is appropriate to define this very complex term/concept.¹⁸ Culture is multifaceted and spans all aspects of a people's life including, but not limited to: Food, dress/attire, architecture, languages, religions, literatures, art, music, sports, socio-political-economy, etc. Importantly, it is inappropriate to talk about a people's culture in the singular because culture may evolve over time and necessitate use of the plural ("cultures") to capture the scope of a people's extant culture. For example, to take one aspect of Black American culture, say music, it is necessary to delineate the many forms of music created and popularized by Black Americans: e.g., Field Hollers and Shouts, Spirituals, Rag Time, Blues, Jazz, Boogie Woogie, Gospel, Rock & Roll, R&B, Folk Songs, Pop, Soul, Disco, Funk, Rap, and Hip Hop. It is possible to drill down further and identify various genres within each of these classifications. This layering of Black American culture across its many aspects is emblematic of the complexity of culture. Consistent with coverage of recreation and religion sections of the RRC CCA, this Culture subsection features statistics mainly on the status of Black America's key artistic/entertainment culture classifications that produce economic returns. We begin by highlighting three classifications of artistic expression that are integral to Black American culture.

Dance and Choreography.—Analyzing or discussing Afrikan/Afrikan American/Black culture without considering dance is unconscionable. Our dance (formal/classical/traditional or informal/contemporary) conveys stories, messages, and emotions. While Black Americans have exhibited the range of dance expressions at and in venues in and around our areas of influence from the beginning of our sojourn in America, classical dancing with a European flavor (Ballet) was popularized by Alvin Ailey Dance Company beginning in the late 1950s. Today, the BLS reports that the total number of employed *Dancers and choreographers* (of all races and ethnicities) in 2022 was just 22 thousand.¹⁹ Casual or intentional observation of dance in contemporary movies, videos, and musical productions, however, reveals that Black Americans continue to influence this bedrock artistic expression in significant ways. Therefore, Black Americans should not fail to recapture the significance of dance in all its many forms so that we can gain the associated rich benefits of dancing in the future.

Music.—If dance is synonymous with Black Culture, then so is music. Black music, too, conveys stories, messages, and emotions. Without intending to be comprehensive, Black music genres span at least those delineated in the introductory paragraph of this Culture subsection. In fact, we may be on the verge of a new genre as we speak in 2023. There should be no expectation that this CCA would highlight even a few great music artists who have contributed uniquely to Black music culture; there are just too many to mention. However, what can be said is that Black Americans participated representatively as US musicians and singers during 2022, constituting 13.6 percent (about the same as our percentage in the population, or about 22,400) of the 165,000 persons working as music makers.²⁰ To be sure, there are many, many more Black American music makers, who enjoy music making in ways too informal to be captured by BLS data. But they, too, help Black music culture flourish.

As will be discussed further in the next section of this CCA, the history of Black American participation in the production of music is rife with examples of fraud and abuse by artists' managers and firms that have contracted to publish Black Americans' music. Untold and enormous wealth has slipped through Black Americans' fingers over the last century through the music industry; representing resources that could have advanced our areas of influence tremendously. Although word of such scenarios is less frequent today, we still hear from time-to-time of supposedly wealthy Black music artists filing for bankruptcy. Certainly, a strategy should be devised to halt this madness.

Another concern, which will be discussed in the subsection immediately below, is Black music content. Given greed of controllers of the music industry, an extended period has elapsed since Black Americans have used music overtly, forcefully, and prolifically to advance our cause—no extant genre is excluded from this assertion.²¹ Conversely, some of the Rap/Hip-Hop music of recent decades has been identified as directly and definitely detrimental to the Black cause.

Consequently, Black Americans have work to do to ensure that we benefit fully from our music labor financially, and that we leverage Black music to motivate and stimulate a mentality and energy to act to capture our liberty, which we can then enjoy in our self-sufficient, self-reliant, and self-determined areas of influence.

Movies, Television, Actors, Directors, Producers, and Studios.—Black actors have turned the table many times since first appearing in a “starring role” in the early 20th century silent movie version of *Uncle Tom's Cabin*. By the 1960's, important Black actors were emerging systematically in movies and television programs. The “Blackploitation Films” of the 1970s popped the industry wide open and laid the groundwork for the emergence of Black writers, directors, and producers. Today, while still very much minority players in the movie and television industries, it is nearly impossible to produce a “hit” domestically or internationally without relying on Black creative genius in all aspects of projects. Based on BLS statistics, there were about 13,600 Black actors (24.3 percent of the 56,000 total) in 2022, and Black Americans comprised 11.6 percent (about 21,500) of the nation's 185,000 media producers and directors.²² It is common knowledge that Oprah Winfrey and Tyler Perry own movie and television studio production facilities; that Byron Allen is a rising “media mogul,” who owns and operates an important cable

television network; and that Urban One, under the leadership of Kathy Hughes, provides extensive content aimed at Black Americans through its television, radio, and social media networks.

Despite this growth in contributions to, and ownership of, media in the country, a backward historical glance will show the BET cable network slipping from our ownership grasp, and the total demise of The Family Channel Cable network.

The segmentation/fragmentation of Black American media audience (consumption), plus the lack of enough robust Black businesses that can pour sufficient advertising dollars into Black-owned media operations, means that Black-owned media companies and Black media consumers are perpetually trapped in a cycle of production, broadcast, and consumption of a significant amount of content that hurts us more than helps us. Black media expert Donald Bogle and Camille Cosby recognized this trap, and describe the harm that it creates in 1973 and 1994 books, respectively.²³ Although Black participation in all facets of media content production has increased dramatically over the past 50 years, we continue to confront too many negative stereotypical images of ourselves in the media, which can be internalized by us and others and, in turn, precipitates severe adverse outcomes for us.

Writing and Broadcasting.—Beyond the three key avenues of artistic cultural expression highlighted above, newspapers (many mainly Internet based) and other periodicals, literary works (novels, novelettes, and short stories), and the production of broadcasts (radio and television) all offer opportunities for creative expressions that often illuminate the Black American way of life. From the 1827 founding of the first Black newspaper in the US, *Freedom's Journal*, Black newspapers have filled information gaps for Black Americans and aided our cause. In 2019, there were well over 100 Black newspapers in the US.²⁴ There are a few significant Black book publishing companies in the US that push forward the work of some of the nation's over 18,500 Black writers.²⁵ Black Americans owned (held a greater than 50 percent interest) and operated 138 AM and 111 FM commercial radio and 39 television stations in the US during 2021, reflecting a gross underrepresentation of Black Americans in the broadcast industry.²⁶ Black writers and the approximately 11,500 Black broadcasters working in the US during 2022 face challenges similar to those being endured by the visual media industry, which were described above.²⁷ Specifically, Black writers and broadcasters are held hostage to White dollars because Black consumers and businesses do not supply the audience and revenue, respectively, to make these culture workers independent. Therefore, Black writers and broadcasters, too, cannot produce an optimal level of output to bolster effectively our thrusts for self-determination and liberty.

Museums.—Black museums have a rich history as our *griots*, who preserve our history and culture and educate Black and non-Blacks generations. The opening of the National Museum of African American History and Culture in Washington, DC in 2016 was a major landmark in the evolution of our museums. According to the Association of African American Museums, Black museums and/or cultural centers were operational in at least 41 states in 2022.²⁸ Unfortunately, the US generally, and Black Americans in particular, place too little emphasis on museums. There were only about 4,400 Black archivists, curators, and museum technical workers in the US during 2022—some of whom were not employed in Black museums.²⁹ Accordingly, it is somewhat surprising that there are so many well-known and highly popular Black American museums in

selected cities scattered across the US. They provide an invaluable service by keeping before the public our historical contributions to America's development. At the same time, it is well-known that these museums are typically underfunded. In our fight for justice, rights, recognition, and liberty, we can least afford to experience a diminution in the number and quality of our museums. Therefore, Black America should find ways to not only support our existing museums, but to identify strategies for producing more and higher quality museum, museum directors, and curators who can continue to ensure that the evolving story of Blacks in America is told accurately and properly well into the future.

Food.—This subsection on Black American culture concludes with a consideration of our food. It goes without saying that Black American cuisine is unique. It fills our homes with joy and creates significant business opportunities for those who work to share this delicious slice of Black culture inside and outside of Black areas of influence. However, if “we are what we eat,” and given Black America's health statistics, it is important for us to rethink this essential aspect of our culture. We should determine whether it is the cuisine itself, or just how we consume it, that contributes to the poor health conditions experienced by so many Black Americans. This topic has already been discussed in the Health and Wellness CCA. Nevertheless, there is certainly room in this CCA to propose a careful review of Black American food culture and how it can be improved to contribute to the production of better health outcomes and greater well-being for all of us.

Sectoral needs and rationale

Having elaborated Black America's RRC status, which is rich in our contributions to what it means to be American, we find that status problematic because it reveals that our RRC contributions have not resulted in reasonable economic returns. Therefore, this section presents strategic actions that can turn the boat upright and set it on course for not only generating greater and more authentic expressions of our RRC, but also for realizing improved economic returns and increased independence, self-reliance, self-determination, and well-being.

Black American culture is “Creole.”³⁰ While it reflects a considerable measure of our Afrikaness, it also has embodied much of what is European. In certain cases, we have taken what is essentially White and placed a Black spin on it. In other cases, we have taken what is essentially Afrikan and permitted some measure of Whiteness to enter in.

As we move toward developing more independent areas of influence, we can be more conscious about assessing our RRC and determining whether it is in our best interest (for our good today and tomorrow) to revert more to our Afrikan expressions. Logically, this should be our **first** strategy. Therefore, Black RRC leaders and scholars should continue to perform this assessment, which will enable us to renew our minds.

The end of 2022 featured a public fight between Ye (aka Kanye West) and certain Jewish entities because of his contention that contracts between Black American sports, music, movie entertainers be examined to identify the insidious and debilitating clauses that trap Black artists into working arrangements that often benefit the contractor and/or the contracting agent egregiously relative to

the Black contractee. Correcting this inequity should be Black Americans' **second** strategy with respect to RRC.

The **third** strategy is for Black Americans, especially Religion and Culture workers, to restore the true nature of Afrikan Culture as embodied and intended in the Nguzo Saba. As highlighted in the Social Protection CCA, Black America must draw from our old ways and practices if we are to provide for not only our Social Protection requirements, but to ensure our survival as a people congregated in our areas of influence. Consequently, RRC sector Responsible Parties should not only collaborate with the Social Protection sector, but also with the Education sector to ensure that the seven basic principles of our "Culture" (Umoja (unity), Kujichagulia (self-determination), Ujima (collective work and responsibility), Ujamaa (cooperative economics), Nia (purpose), Kuumba (creativity), and Imani (faith)) are properly taught, comprehended, and indelibly imprinted in the hearts and minds of all members of our areas of influence.

The **fourth** strategy is for Black Americans involved in Recreation and Culture production to not only secure a high economic return for their exceptional performance, but to increase the economic productivity of their services by pressing to initiate our own business operations domestically and abroad. This effort should be accelerated to the extent that White owners of professional sports and culture operations fail or refuse to compensate Black Americans appropriately, and to the extent that Black American Recreation and Culture producers can innovate and create new recreational and cultural expressions. This strategy also encompasses pressing all existing and new Recreation- and Culture-based Black businesses to ensure that the products produced will enable, not disable (mentally, physically, or spiritually), our thrusts toward liberty.

The **fifth** strategy for Black Americans in Recreation and Culture fields is to realize the benefits of unity and collective work and responsibility and begin to invest directly in Black American areas of influence. These investments should be organized mainly through the Economic Affairs and Housing and Community Amenities (HCA) sectors. However, other sectors may also benefit from the collaboration. Here, the objective is to ensure that Black sports and cultural entertainment artists do not pour their income and wealth out to others, but come to own and control their investments and receive the warm and related benefit from their own (our) people—who will truly value them and their contributions to developing our areas of influence.

A **sixth** strategy is to make every effort to consolidate Black American owned and operated media concerns, in principle, if not in practice. These entities should increase and intensify their collaboration to ensure that they "educate" Black America persistently on topics that are germane to our drive for liberty and improved well-being. Understandably, these firms' profitability is contingent upon advertising. Therefore, all of Black America must work to assist these firms in a weening process: Away from White advertisement dollars and toward Black advertisement dollars. This will assist Black-owned media concerns in not poisoning our areas of influence with content designed to lock us in a state of slumber and ignorantly exuberant consumerism.

The **seventh** strategy is for Black Americans to become more cognizant of the value of our museums. We should begin to support our museums more robustly, and to create more museums that catalogue all of our expressions (science, business/economic, culture, etc.). That is, museums

should not be viewed as a frivolous undertaking, but as an integral and very important part of preserving our achievements for future generations.

As an **eighth** strategy, which is directed at Black American youth, parents, coaches, educators, and businesspersons, we must begin to assist our youth in making early and the most favorable decisions concerning their investment in sports recreation. It is true that most Black youth today know directly a professional athlete or an athlete who obtained a college/university scholarship; both outcomes can be profitable in financial and/or educational terms. However, there is a wasteland of Black youth, especially males, who do not realize either outcome. Therefore, the aforementioned list of elders should be keen to recognize those youth who “have a chance to make it,” and to steer those who do not have such a chance to make early and alternative life plans, which do not involve sports recreation. In addition, the elders must also advise Black youth concerning the constrained duration of participation in sports recreation. That is, the elders should cause our youth to recognize that their involvement in sports recreation is likely to be relatively short-lived, and that they must prepare intentionally for life after sports. In this way, we will find that our youth will devote more of their youthful years to knowledge acquisition, which will position them well to take on the unlimited range of careers that are available in our self-reliant, self-sufficient, and self-determined areas of influence.

When Black America addresses all eight of these strategies effectively, then there is no doubt that we can build wholesome, vibrant, and joyous areas of influence that engage in a virtuous cross-fertilization circle where Recreation, Religion, and Culture reinforce each other, strengthen us as a people, produce a high level of well-being, and ensure a joyous life for each of us.

Suggested Responsible Parties

The following is a list of categorical Responsible Parties; i.e., each entry may encompass numerous entities that can assist in effectively implementing broad strategies outlined in this CCA.

Black Professional Sports Organizations
Conference of National Black Churches
Black Religious Denominations/Organizations
Interdenominational Theological Center
Lost Found Nation of Islam
Nation of Islam
Black Coaches Association
National Education Association
National Association of Black Journalists
Association of African American Museums
Association of Black Cultural Centers

RRC overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated eight-phase 100-year LTSP, Table 13 presents the phased 100-year overarching goal and selected objectives for the RRC sector.

Table 13. RRC Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	Identify all relevant Recreation, Religion, and Culture (RRC) Responsible Parties; ensure that RRC Responsible Parties are represented appropriately in the General Public Service (GPS) sector and its related National Black Planning Council (NBPC); form strong collaborative relationships with the GPS, Economic Affairs, Housing and Community Amenities (HCA), Education, and Social Protection sectors' Responsible Parties; in conjunction with the just mentioned sectors' Responsible Parties, formulate and begin to execute detailed strategies for addressing the eight strategies highlighted in the "Sectoral needs and rationale" section of this CCA; ensure that RRC Responsible Parties collaborate with Education sector Responsible Parties to guarantee that the latter builds into new curriculums appropriate elements that enable all Black Americans to internalize correct RRC perspectives; in conjunction with other sectors, RRC sector develop and execute a strategy for reducing Black American consumption of adverse stereotypical media images; and at the end of this phase, collaborate with the GPS and other sectors to assess the state of Black America's RRC, and to track the creation of new RRC expressions.
2	Year 6-10 objectives	Continue incomplete work from the previous phase; ensure that the eight strategies are being addressed; ensure that media-related Responsible Parties collaborate with the GPS sector and its NBPC to develop a communications network that reaches all Black American households and provides information that helps address the eight strategies; work to reduce Black American consumption of adverse stereotypical media images; in conjunction with the Defense, Public Order, and Safety (DPOS) sector, ensure that professional Recreation and Culture producers that travel abroad convey to global citizens the Black American reality as part of our nonviolent defense strategy; ensure that all professionals who operate in Recreation and Culture fields are receiving what we deem is fair compensation for their production; and Religion Responsible Parties should motivate an assessment of the Black Church and other religious and fraternal organizations concerning the beneficial nature of consolidation and to reorient Black religious and fraternal institutions broadly toward supplying more Social Protections for Black Americans.
3	Year 11-15 objectives	Continue incomplete work from previous phases; ensure that the eight strategies are being addressed; work to reduce Black American consumption of adverse stereotypical media images; ensure that professional Sports and Culture Responsible Parties collaborate with the GPS (and its NBPC), Economic Affairs, HCA, and Social Protection sectors to initiate financial flows (charitable and investment) into Black areas of influence to support HCA development, adequate provision of Social Protection, and to reduce Black media's dependence on White advertisement dollars; and Museum Responsible Parties should act to ensure that our museums receive financial and other required support and motivate the growth of more Black museums.

No.	Phases	Goals and Subgoals
4	Year 16-20 objectives	Continue incomplete work from previous phases; ensure that the eight strategies are being addressed; work to reduce Black American consumption of adverse stereotypical media images; ensure that Black American youth are making better informed decisions about pursuing professional Recreation and Culture production opportunities; ensure that Black American professional Recreation and Culture producers expand their ownership of professional Recreation and Culture firms; at the end of this phase, collaborate with the GPS sector in assessing Black American well-being vis-à-vis RRC and to collect data on newly created RRC expressions.
5	Year 21-40 objectives	Continue incomplete work from previous phases; at the beginning of the phase, review, revise, and expand/shrink as required the eight strategies outlined in this CCA; begin implementing new strategies developed as part of the just-mentioned review process; review and improve RRC Responsible Parties' relationships with other sectors' Responsible Parties; at the end of the phase, collaborate with the GPS sector to assess Black America's well-being vis-à-vis RRC and to collect data on the creation of new RRC expressions.
6	Year 41-60 objectives	Continue incomplete work from previous phases; all Responsible Parties act jointly to share and consult with other Black people of the world the successful strategies used in the US to strengthen/reinforce/elevate RRC in Black areas of influence; at the end of the phase, collaborate with the GPS sector to assess Black America's well-being vis-à-vis RRC, including a ranking of RRC in our areas of influence versus in other (global) locales; collect data on the creation of new RRC expressions; and in conjunction with the GPS sector, assess the reach and impact of Black American RRC internationally.
7	Year 61-80 objectives	Continue incomplete work from previous phases; ensure that ongoing work in the sector is appropriate; all Responsible Parties redouble efforts to ensure that the needs of other sectors are being met, as required, through the appropriate production of RRC; at the end of the phase, collaborate with the GPS sector to assess Black America's well-being vis-à-vis RRC, including a ranking of RRC in our areas of influence versus in other (global) locales; collect data on the creation of new RRC expressions; and in conjunction with the GPS sector, assess the reach and impact of Black American RRC internationally.
8	Year 81-100 objectives OVER ARCHING GOAL	Update as required and continue relevant operations and activities outlined in previous phases; and formulate a new 100-year LTSP for the RRC sector. Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they enjoy and benefit from the best possible RRC due, in part, to their contributions to Black America's achievement of self-determination. In addition, expectations about the future provision of RRC are consistent with enjoying a superb quality of life.

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- ¹ Besheer Mohammed, Kiana Cox, Jeff Diamant, and Clair Gecewicz (2021). *Faith Among Black Americans*. Pew Research Center, p. 8. <https://www.pewresearch.org/religion/2021/02/16/faith-among-black-americans/> (Ret. 012923).
- ² Christian Gough (2022). “Share of African Americans in Pro Sports in North America in 2022, by Sport.” <https://www.statista.com/statistics/1168461/African-american-sport-leagues/> (Ret. 012923).
- ³ Information on Black head coaches and managers in the most popular professional sports can be obtained through the following websites: www.nfl.com; www.nba.com; www.wnba.com; and www.mlb.com (Ret. 012923).
- ⁴ It is common knowledge that former NBA star Michael Jordan owns the NBA’s Charlotte Hornets.
- ⁵ These demographic statistics are from the NCAA. <https://www.ncaa.org/sports/2018/12/13/ncaa-demographics-database.aspx?id=1729> (Ret. 012923).
- ⁶ Ken Belson *et al.*, (2019). “Inside Football’s Campaign to Save the Game” *The New York Times*, November 7. <https://www.nytimes.com/interactive/2019/11/08/sports/falling-football-participation-in-america.html> (Ret. 012923).
- ⁷ US Department of Education, National Center of Education Statistics (2021). “Table 203.60. Enrollment and percentage distribution of enrollment in public elementary and secondary schools, by race/ethnicity and level of education: Fall 1999 through fall 2030.” *2020 Digest of Education Statistics*. https://nces.ed.gov/programs/digest/d22/tables/dt22_203.60.asp?current=yes (Ret. 012923).
- ⁸ Jon Solomon (2020). “Survey: African-American Youth More Often Play Sports to Chase College, Pro Dreams,” Aspen Institute. <https://www.aspenprojectplay.org/news/African-american-youth-more-often-play-sports-to-chase-college-pro-dreams> (012923).
- ⁹ Pop Warner.com (2023). “History of Pop Warner Little Scholars, Inc.” <https://www.popwarner.com/> (Ret. 012923).
- ¹⁰ Amateur Athletic Union (2023). “About the Amateur Athletic Union.” <https://aausports.org/> (020123).
- ¹¹ US Department of Labor, Bureau of Labor Statistics (2020). “Table 11A. Time Spent in Leisure and Sports Activities for the Civilian Population by Selected Characteristics, Average Per Day, 2021 Annual Averages. *American Time Use Survey – 2021 Results*. <https://www.bls.gov/news.release/pdf/atus.pdf> (013023).
- ¹² *Op. cit.* (Besheer Mohammed, Kiana Cox, Jeff Diamant, and Clair Gecewicz.)
- ¹³ See endnote 3 in the General Public Service CCA. This statistic reflects considerable uncertainty.
- ¹⁴ US Department of Commerce, Bureau of the Census (2019). “Table 2. Full-Time, Year-Round Workers and Median Earnings in Past 12 Months by Race and Hispanic Origin and Detailed Occupation.” *American Community Survey 2018*. <https://www.census.gov/data/tables/2018/demo/industry-occupation/acs-2018.html> (Ret. 012923).
- ¹⁵ It is also worth mentioning that median values are not influenced by low and high extreme values in the sequence. Mean values are influenced by such extremes.
- ¹⁶ Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation (2018). “Annual Update of the HHS Poverty Guideline.” *Federal Register*. <https://www.federalregister.gov/documents/2018/01/18/2018-00814/annual-update-of-the-hhs-poverty-guidelines> (Ret. 012923).
- ¹⁷ See an important source on “elite capture” in endnote 17 in the General Public Service CCA.
- ¹⁸ Our research yielded two scholars who cite Raymond Williams’ (1983, *Keywords: A Vocabulary of Culture and Society*, revised edition, Fontana: London) claim that “culture” is one of the most complex words in the English language: Terry Eagleton (2016), *Culture*, Yale University Press: New Haven; and Chris Jenks (2005), *Culture*, second edition, Routledge: New York.
- ¹⁹ US Department of Labor, Bureau of Labor Statistics (2023). “Table 11. Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity.” *Current Population Survey*. <https://www.bls.gov/cps/cpsaat11.htm> (Ret. 013023).
- ²⁰ *Ibid.*
- ²¹ As an example, see Brooks B. Robinson (2014). *The Tragedy of Contemporary Gospel Music*. BlackEconomics.org. Honolulu. <https://blackeconomics.org/index.php/publications/> (Ret. 070223).
- ²² *Ibid.* (Note: Movie and television producers and directors would be a subset of this total.)
- ²³ Donald Bogle (1973). *Toms, Coons, Mulattoes, Mammies, and Bucks: An Interpretive History of Blacks in American Films*. New York, Viking Press. Camille Cosby (1994). *Television’s Imageable Influences: The Self-Perception of Young African-Americans*. Lanham, University Press of America.
- ²⁴ Sara Atske, Michael Barthel, Galen Stocking, and Christine Tamir (2019). “7 Facts About Black Americans and the News Media.” Pew Research Center. <https://www.pewresearch.org/fact-tank/2019/08/07/facts-about-black->
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[americans-and-the-news-media/#:~:text=There%20are%20over%20100%20black,circulation%20decline%20in%20recent%20years](#) (Ret. 013123).

²⁵ *Op. cit.* (US Department of Labor, Bureau of Labor Statistics (2023). “Table 11. Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity.”) The number of Black writers cited are engaged in more than just the book publishing industry.

²⁶ Federal Communications Commission, Media Bureau and Office of Economics and Analytics (2023), *Sixth Report on Ownership of Broadcast Stations*. <https://www.fcc.gov/document/sixth-report-ownership-broadcast-stations> (Ret. 020123). Note that there are 4,147 commercial AM Radio Stations, 6,536 FM Radio Stations, and 1,365 full powered and commercial Television Stations.

²⁷ *Op. cit.* (US Department of Labor, Bureau of Labor Statistics (2023). “Table 11. Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity.”) The estimate cited is for news analysis, reporters, and journalists.

²⁸ This estimate of states with Black museums and/or cultural centers is available from the Association of African American Museums (AAAM). Unfortunately, the AAAM has no estimate of the total number of Black (Afrikan American) museums, cultural centers, or historic sites in the US. <https://blackmuseums.org/> (021523).

²⁹ *Op. cit.* (US Department of Labor, Bureau of Labor Statistics. “Table 11. Employed Persons by Detailed Occupation, Sex, Race, and Hispanic or Latino Ethnicity.”)

³⁰ “Creole” is often interpreted to mean a mixing of two or more cultures. This definition is implied here.

CCA – Education

Sectoral coverage

The Education Sector of this Long-Term Strategic Plan (LTSP) encompasses: *Pre-elementary, elementary, secondary, and post-secondary education*. The latter subsector encompasses both non-tertiary (nonacademic-type non-degree training mainly for labor and technical purposes) and tertiary (academic-type degree training mainly for professional purposes) education. Tertiary education includes associate’s, bachelor’s, master’s, and doctoral degree programs. Post graduate study is also included in tertiary education. The Education sector is concerned with the identification, development, and promulgation of content (curriculums) and standards, and with securing the resources required to operate the sector. Generally, resources for education are derived from both public (governmental) and private (profit and nonprofit entities and households) sources.

The 100-year overarching goal of the Education sector is:

Own and operate (control) Black American elementary, secondary, and post-secondary (non-tertiary and tertiary) educational institutions and systems that produce graduates, who reflect an educational performance distribution (percentile rankings) that exceeds that of all other racial/ethnic/national groups in the world, and who are prepared to meet all needs of an independent, self-sufficient, and self-reliant Black America. These graduates will possess widely and deeply thinking intellects that solve problems/create solutions. Also, graduates will have the capacity to protect and advance the collective interests of Black Americans, and gain and maintain the power to manage all aspects of Black American life.

Status of Black America’s Education

This subsection of the Education Common Country Analysis (CCA) includes important statistics that characterize partially the status of education for Black Americans. It considers Black American enrollment and performance in elementary and secondary educational programs versus enrollment and performance in post-secondary educational programs.

Elementary and Secondary Schools¹

- Black American enrollment – 7,388 thousand (2021), which is 14.9 percent of total US public school enrollment [Table 203.50].
- Black Americans enrolled in predominantly “non-White schools” – 81.6 percent (2019) of Black students attended schools that were comprised of 50 percent or more of “non-White” students [Table 216.50].
- Black Americans in poverty – 43.8 percent (2019-20 school year) of Black students attended schools in districts where over 20 percent of households earned incomes that were below the US Census Bureau poverty line [Table 203.75].

- Charter Schools – For the 2019-20 school year, there were 7,547 Charter schools (7.6 percent of all public schools) [Table 216.10]. For 2019, 22.1 percent of all Charter schools reflected populations that were over 50 percent Black [Table 216.90a].

Table 14 provides an overview of educational performance in the form of standardized test scores for reading and mathematics based on results from the National Assessment of Educational Progress (NAEP). The table reflects Black American versus national average results in the form of “scale scores.” What is telling about these NAEP results is that Black Americans scored lowest of all seven racial/ethnic groups (Whites, Blacks, Hispanics, Asian/Pacific Islanders, American Indian/Alaskan Natives, Native Hawaiian/Other Pacific Islanders, and Two or More Races) on all assessments reported in Table 14.

Table 14. NAEP Results: Black Americans vs. National Averages Scale Scores^{2,3}

Line No.	Grade Level	Reading for 2019		Mathematics for 2019		Color Key		
		Black Americans	National Average	Black Americans	National Average			
1	Fourth Grade*	204	220	224	241		Advanced	
2	Eighth Grade*	244	263	260	282		Proficient	
3	Twelfth Grade*	263	265	128	150		Basic	
*--Scores range from 0 - 500 for all assessments except for the 12th Grade Mathematics Assessment, which ranges from 0 - 300.								Below Basic

Source: NAEP and LTSP Panel analytics.

Post-Secondary School⁴

- Enrollment – 2,382.4 thousand (13.1 percent of the total) Black Americans were enrolled in US post-secondary degree-granting institutions in the fall of 2020; 832.6 thousand of the enrollees were male and 1,549.9 thousand were female; and 1,998.5 thousand of total Black American enrollees were in undergraduate programs, while 383.9 thousand were enrolled in postbaccalaureate programs [Table 306.10]. Historically Black Colleges and Universities accounted for 211.8 thousand of total Black American post-secondary enrollment in the fall of 2020 [Table 313.10].
- Black American Performance - Black Americans earned 197,444 (10.1 percent of the total) bachelor’s degrees conferred by post-secondary institutions during the 2019-20 academic year [Table 322.20]; 92,750 (13.1 percent of the total) master’s degrees were conferred to Black Americans [Table 323.20]; and 15,725 (9.5 percent of the total) doctor’s degrees were conferred to Black Americans [Table 324.20].

As a summary of educational performance by Black Americans, consider that our average years of schooling (i.e., educational attainment by those 25-years and older in the population) was 13.4 years for 2021 [derived from Table 104.30].⁵

Given this background on the status of Black American education, the need to achieve independence, self-sufficiency, and self-reliance ushers up a natural question: How are we positioned to operate an independent and self-sufficient economy? As mentioned in the Economic

Affairs CCA, we address this question in this Education CCA by estimating how the Black labor force should be configured occupationally—as opposed to industrially—if we were to operate an independent economy that is similar to the US economy. This is for analytical purposes only. The data presented in Table 15 reflect answers to the question.⁶

Table 15. Estimated Requirements for a Black Economy by Broad Occupations

Occupations (In thousands)	(1) 2021 Black American Estimated Employment by Occupation	(2) Estimated Employment by Occupation for an Independent Black America	(3) Differences (1-2)
Total, 16 years and over*	18,767	20,751	-2,024
Management, professional, and related occupations*	6,345	8,805	-2,460
Management, business, and financial operations occupations*	2,563	3,790	-1,226
Management occupations	1,633	2,582	-949
Business and financial operations occupations	932	1,207	-275
Professional and related occupations*	3,799	5,016	-1,217
Computer and mathematical occupations	483	774	-290
Architecture and engineering occupations	188	440	-252
Life, physical, and social science occupations	121	223	-102
Community and social service occupations	547	378	169
Legal occupations	146	245	-99
Education, training, and library occupations	886	1,217	-331
Arts, design, entertainment, sports, and media occupations	258	429	-170
Healthcare practitioners and technical occupations	1,157	1,311	-154
Service occupations*	4,026	3,319	708
Healthcare support occupations	1,197	665	533
Protective service occupations	606	406	200
Food preparation and serving related occupations	988	1,002	-15
Building and grounds cleaning and maintenance occupations	778	746	33
Personal care and service occupations	460	500	-40
Sales and office occupations*	3,982	4,103	-121
Sales and related occupations	1,609	1,954	-345
Office and administrative support occupations	2,370	2,148	221
Natural resources, construction, and maintenance occupations*	1,033	1,898	-865
Farming, fishing, and forestry occupations	47	144	-98
Construction and extraction occupations	572	1,096	-524
Installation, maintenance, and repair occupations	402	658	-257
Production, transportation, and material moving occupations*	3,340	2,626	714
Production occupations	1,057	1,081	-24
Transportation and material moving occupations	2,283	1,545	738

*--Totals may not sum to detailed items.

Sources: BLS and Census Bureau and LTSP Panel analytics.

Column 1 of Table 15 shows the 2021 configuration of Black American employment by occupation. Column 2 shows the required occupational structure if an independent Black economy were organized similar to the current US economy. Column 3 shows the difference between columns 1 and 2. The table highlights that, under a US-like economy, we would employ an additional two million workers, and there would have to be major retraining and shifting of our labor force from *Service occupations* and *Production, transportation, and material moving occupations* to mainly *Management, professional, and related occupations* and to *Natural resources, construction, and maintenance occupations*. Importantly, there would be a need for an additional 331 thousand workers in *Education, training, and library occupations*. Therefore, if we are to move toward more independence and self-reliance, then we must seize every opportunity to reeducate ourselves and prepare for tomorrow.

Sectoral needs and rationale

A foundational and supporting goal of this LTSP is to help ensure that Black Americans become more independent and self-sufficient/self-reliant. To achieve this outcome, we must possess a complete sense of self and all that that entails historically, in the present, and for the future. This includes: (1) Knowledge of our past; (2) knowledge of the best strategy(ies) for achieving our current and future goals and objectives; and (3) knowledge of what to expect in the future as we venture there and how to prepare to thrive and flourish in that future. These requirements are best met through Afrocentric educational curriculums that we design and that are based on Black Liberation Ideologies (BLI).⁷ An addendum to this CCA for Education includes important recommendations for new requirements and curriculums that we should adopt to meet our needs.

Because we exist in a multi-racial/multi-ethnic context with each race and ethnic group expressing self-interest, our best strategy is to seek to achieve the aforementioned educational outcomes by delivering an Afrocentric education to ourselves. That is, we cannot expect others who are focused on producing the best outcomes for themselves to be concerned about Black Americans.

Relatedly, what we know is that White (European) American History is inextricably linked to the Greek and Roman civilizations that cannot be said to go back further than to 2,000 B.C. according to common knowledge. That history is embodied and featured in the American education curriculums, which extend from pre-K through post-graduate education. Therefore, we cannot expect Black (Afrikan) American History to be taught adequately as a side-attraction in the American educational system. Black (Afrikan) civilization is said to extend back from 10,000 to 17,000 B.C.⁸ Consequently, we need a highly specialized and independent educational framework in which to educate ourselves about ourselves—past, present, and future. Until we can teach and comprehend our history and culture thoroughly, we cannot expect to become whole as a people or to be grounded sufficiently to achieve what we desire to achieve.

The scholarly literature highlights two very important facts concerning the education of Black American youth: (1) Black teachers at the elementary and secondary levels engender improved academic performance by Black students; and (2) Black male teachers at the elementary and secondary level generate improved academic performance by Black students.⁹ Given these two outcomes, it is critical that Black Americans inspire more Black youth to pursue careers in

education so that we can reap the benefits that accrue when we educate ourselves. Particularly important and related facts are that most Black elementary and secondary school students attend schools where “non-White” students predominate, yet the majority of the teachers are White.¹⁰ Therefore, we ask: How can we expect self-interested Whites and other ethnicities to assist us earnestly in our rise? The answer is: It is not in their nature or best interest to do so.

Once we are certain that a sound environment is established for the appropriate education of Black students, then we should turn to ensuring that those students are oriented to pursue the type of intellectual development that will permit them to manage our areas of influence, and eventually our nation, efficiently and effectively. Also, that intellectual development should prepare students for careers that fit their nature and aspirations, and that enable Black America to achieve operational (read economic) independence and self-reliance.

If we do not consider and take action as just suggested, then we sign our own death warrant. In a nation of self-interested racial and ethnic groups and in an increasingly constrained resource environment, a “survival of the fittest” scenario has unfolded. Those racial and ethnic groups with the highest level and best education are likely to be those who thrive and flourish in that environment. If we fail to enter the highest level and best educated group, then, as predicted by a Long-Term Strategic Plan (LTSP) Panelist, we can expect the “system” to continue to “miseducate, use, and abuse our youth,” and that abuse will prevail into perpetuity.¹¹

The absolute necessity of being independent, self-sufficient, and self-reliant is part of Black America’s DNA. This is most clearly observable in the scores of independent Black towns that were formed following the Civil War.¹² However, we lost some aspects of the inclination to be independent, self-sufficient, and self-reliant during the Jim Crow era when overwhelming White violence made it difficult to protect ourselves. By design, we were guided toward a White-controlled American government for resources, protection, and care that has failed us. This dependency reached an apex after the 1960s Civil Rights Era, when Black Americans formed faith in laws that were designed to integrate Black Americans into a White-dominated American society. However, over the past 50 years, we have experienced so many adverse trends (e.g., the crack cocaine epidemic, the evolution of the prison-industrial complex and the formation of the school-to-prison pipeline, and the ongoing extrajudicial killing era) that we have come to comprehend that, to survive, we must be concerned about ourselves and must take all necessary action to prevent our demise. The key starting point for our current and future protection and survival is to educate ourselves and reverse the trend highlighted during the early part of the 20th century by Carter G. Woodson in *The Mis-Education of the Negro*.¹³ In so doing, we should seek to operationalize the “purpose of education” suggested by the late Rev. Dr. Martin Luther King, Jr.¹⁴

Suggested Responsible Parties

The Responsible Parties that we recommend take on the work highlighted in the Education sector of this LTSP should include, but not be limited to:

- National Education Association

- National Black Council of School Board Members
- National Alliance of Black School Educators
- Historically Black Colleges and Universities
- Conference of National Black Churches (its constituent organizational members)
- National Association for the Advancement of Colored People
- National Urban League
- Divine Nine Association
- Association for the Study of African Life and History
- National Organization for the Professional Advancement of Black Chemists and Chemical Engineers
- National Association of Mathematicians
- African American Literature and Culture Society
- Education Ministry of the Provisional Government of the Republic of New Afrika
- National Association of Black Home Educators
- Council of Independent Black Institutions
- The Akoben Institute
- Freedom Home Academy International

Education overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated phased 100-year LTSP, Table 16 presents the phased 100-year overarching goal and selected objectives for the Education sector.

Table 16. Education Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	<p>Identify all relevant Education sector Responsible Parties; ensure that Education sector Responsible Parties are represented on the National Black Planning Council (NBPC); direct relevant Responsible Parties to begin organizing (adopting existing or creating new) Afrocentric educational curriculums (content, assessments, and standards) for in-classroom, after school, weekend, and virtual delivery for pre-elementary, elementary, and secondary schools for all relevant subjects, values, classifications, civics/citizenships, and skill trades that should be underpinned by Black Liberation Ideologies (BLI) and should help classify and produce students who are prepared to pursue future-relevant non-academic and skilled, academic, and professional work careers, and manage our areas of influence, and eventually our nation; develop methods and an operational plan that ensures parental involvement in youth educational processes; establish education-related focal points and groups in all sizeable areas of influence; collaborate with Responsible Parties in other sectors to develop and promulgate information programs (including media programs) that point toward greater Black American independence, self-sufficiency, and self-reliance (ownership) [these information programs should emphasize holistic learning for all residing in our areas of influence to achieve the just delineated outcomes]; act to elevate compensation for educators; act to motivate more Black American youth to pursue education careers; and develop a status report on Black educational performance.</p>
2	Year 6-10 objectives	<p>Collaborate with other sectors to ensure that the NBPC is operating effectively (lead NBPC efforts to make education more affordable); continue ongoing efforts; complete and begin to press existing predominantly Black charter and public elementary and secondary schools to adopt the above-mentioned Afrocentric educational curriculums; assess the adequacy of the existing post-secondary, non-tertiary education system and report out a plan for improving the system—especially increasing Black control/ownership of institutions that provide post-secondary non-tertiary education and training—in the context of this LTSP; and act to elevate compensation for educators; and act to motivate more Black American youth to pursue education careers.</p>
3	Year 11-15 objectives	<p>Collaborate with other sectors in executing NBPC tasks/actions (lead NBPC efforts to make education more affordable); continue ongoing efforts; continue to ensure the adoption of the above-mentioned Afrocentric educational curriculums; begin executing the above-mentioned plan to improve post-secondary, non-tertiary education for Black Americans; assess the adequacy of, and how to expand, Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs) to accommodate a high percentage of Black American post-secondary school students and identify physical, financial, and academic capacity gaps for tertiary programs in the context of this LTSP; prepare a report that discusses physical, financial (including ownership), and academic capacity gaps in the Black American post-secondary tertiary educational system and that provides a strategic plan for filling those gaps; elevate compensation for educators; and act to motivate more Black American youth to pursue education careers.</p>

No.	Phases	Goals and Subgoals
	Year 16-20 objectives	Collaborate with other sectors in executing NBPC tasks/actions (lead NBPC efforts to make education more affordable); continue ongoing efforts; continue to ensure adoption of the above-mentioned Black American educational curriculums; continue executing plans to improve post-secondary, non-tertiary education for Black Americans; begin to execute the plan to fill gaps in HBCUs' and PBIs' educational programs and improve outcomes for Black American post-secondary, tertiary education students; work to elevate compensation for educators; motivate more Black American youth to pursue education careers; and assess improvements in Black American educational performance using the status report from phase 1 of this LTSP
5	Year 21-40 objectives	Collaborate with other sectors to execute NBPC tasks/actions (lead NBPC efforts to make education more affordable); continue ongoing efforts; reassess Afrocentric elementary and secondary school educational curriculums and ownership; continue implementing post-secondary, non-tertiary and tertiary (HBCU and PBI) educational improvement plans; assess the need for and plan for a new instructional paradigm that features a one (teacher)-to-one (student) virtual elementary and secondary educational system; ensure that enrollments for post-secondary education reflect sufficient intended graduates for a post-technology world that meet occupational requirements for a self-reliant Black American economy; work to elevate compensation for educators; and motivate more Black American youth to pursue education careers.
6	Year 41-60 objectives	Collaborate with other sectors to execute NBPC tasks/actions (lead NBPC efforts to make education more affordable); continue ongoing efforts; implement revised Afrocentric elementary and secondary school educational curriculums; continue implementing post-secondary, non-tertiary, and tertiary (HBCU and PBI) educational improvement plans; begin to implement a new one (teacher)-to-one (student) virtual educational system; ensure enrollments for post-secondary education reflects sufficient intended graduates for a post-technology world that meet occupational requirements for an independent and self-reliant Black American economy; work to elevate compensation for educators; act to motivate more Black American youth to pursue education careers; and reach educational performance parity with the number one racial/ethnic group in the US.
7	Year 61-80 objectives	Collaborate with other sectors to execute NBPC tasks/actions (lead NBPC efforts to make education more affordable); continue ongoing efforts; review Afrocentric educational system operations (curriculums, delivery methods, and administrative procedures) at all levels and implement required updates/improvements; ensure that the educational system for our youth continues to be controlled (owned/operated) by Black Americans; ensure that the educational system produces graduates who satisfy Black America's occupational (economic) requirements; work to elevate compensation for educators; and reach educational performance parity with the number one racial/ethnic/national group in the world.

No.	Phases	Goals and Subgoals
8	Year 81-100 objectives OVERARCHING GOAL	<p>Update as required and continue operational activities outlined in phase 7; and develop a new 100-Year LTSP for the Education sector.</p> <p>Own and operate (control) Black American elementary, secondary, and post-secondary (non-tertiary and tertiary) educational institutions and systems that produce graduates, who reflect an educational performance distribution (percentile rankings) that exceeds that of all other racial/ethnic/national groups in the world, and who are prepared to meet all needs of an independent, self-sufficient, and self-reliant Black America. These graduates will possess widely and deeply thinking intellects that solve problems/create solutions. Also, graduates will have the capacity to protect and advance the collective interests of Black Americans, and gain and maintain the power required to manage all aspects of Black American life.</p>

¹ These statistics are from tables [table numbers provided in square brackets] in: US Department of Education, National Center for Education Statistics (2022). *Digest of Education Statistics*. https://nces.ed.gov/programs/digest/current_tables.asp (Ret. 082622).

² US Department of Education, National Center for Education Statistics, National Assessment of Educational Progress (NAEP) (2022). <https://nces.ed.gov/nationsreportcard/> (Ret. 082422).

³ The uniformity of results that place Black Americans at the bottom of the educational performance spectrum as assessed by the NAEP is troubling and may defy statistical randomness. An independent and detailed analysis of the results should be undertaken to confirm their accuracy.

⁴ US Department of Education, National Center for Education Statistics (2022). *Digest of Education Statistics*. (See endnote 1.)

⁵ The 13.4 average years of schooling is the equivalent of less than an associate degree at the post-secondary level.

⁶ We view Table 15 on page 85 as a starting point benchmark from which we can assess economies that would be configured differently from the US economy.

⁷ For information on BLI and curriculums, see the following sources: James Banks (1973), "Curriculum Strategies for Black Liberation," *American Journal of Education*, Vol. 81, No. 3; pp. 405-14. J. Ayo Langley (1979). *Ideologies of Liberation in Black Africa: 1856-1970*. Rex Collings. London. George Frederickson (1995). *Black Liberation: A Comparative History of Black Ideologies in the United States and South Africa*. Oxford University Press. New York.

⁸ Cheikh Anta Diop's (1977). *The African Origin of Civilization: Myth or Reality*. Lawrence Hill & Company; p. 22.

⁹ There is considerable literature on these two facts. Consider the following three sources: (1) Kristin Klopfenstein (2005). "Beyond Test Scores: The Impact of Black Teacher Role Models on Rigorous Math Taking." *Contemporary Economic Policy*: Vol. 23; No. 3; pp. 416-28; (2) Seth Gershenson, *et al*, (2018). "The Long-Run Impacts of Same-Race Teachers." NBER Working Papers (25254). <https://www.nber.org/papers/w25254> (Ret. 082622); and (3) Laura Meckler and Kate Rabinowitz (2019). "America's Schools are More Diverse than Ever. But the Teachers are Still Mostly White." *The Washington Post*, December 27. <https://www.washingtonpost.com/graphics/2019/local/education/teacher-diversity/>; (Ret. 082622).

¹⁰ See Table 209.23 of the *Digest of Education Statistics* (a link to the *Digest* appears in endnote 1).

¹¹ This statement is from a Panelist during an August 11, 2022 LTSP Panel meeting.

¹² Quintard Taylor (1998). *In Search of the Racial Frontier: African Americans in the American West*. W.W. Norton & Company, New York.

¹³ Carter G. Woodson (1933). *The Mis-Education of the Negro*. Associated Publishers, Washington, DC.

¹⁴ Martin L. King, Jr. (1947). "The Purpose of Education." The Martin Luther King, Jr. Research and Education Institute. <https://kinginstitute.stanford.edu/king-papers/documents/purpose-education> (Ret. 041623).

Addendum: Key Recommendations for Black American Educational Curriculums¹

The following are key recommendations for consideration when developing and promulgating Black American (Afrocentric) educational curriculums that are based on Black Liberation Ideologies (BLI). These recommendations should help prepare Black learners for meeting successfully challenges confronted while implementing this Long-Term Strategic Plan (LTSP), achieving related goals and objectives, and for future life developments that may arise. The recommendations are not rank ordered.

General Recommendations for New Curriculums

- Curriculums should be divorced from policies motivated by philosophies espoused in “A Nation at Risk” and “Goals 2000.”²
- Curriculums should guarantee each learner sufficient preparation for an occupation in industrial/technological fields or for pursuit of a higher learning degree.
- Curriculums should prepare learners to address life’s challenges and to manage our areas of influence, and eventually our nation, efficiently and effectively.
- Curriculums should be “learner,” not “teacher” centered.
- Schools of Education should certify elementary learning facilitators (teachers) in arithmetic. Learning facilitators with primary certification in reading should also hold certification in elementary arithmetic.
- Parents should be required to guide their children to achieve specific reading, arithmetic, and listening milestones before they enter formal schooling.
- Beginning with pre-school, reading, arithmetic, and listening learning should incorporate appropriate information technology hardware and software tools.
- Learning should occur in centers based in residential environments and reflect the following maximum size restrictions: Forty-nine learners for elementary education; and 149 students for secondary education.
- For pre-K-12, 20 percent of learning facilitators should be Black American (Afrodescendant) males.
- The K-12 school calendar should be flexible and should promote elevation to succeeding levels of education based on pass-fail (satisfactory-unsatisfactory) hands-on and skill-based examinations. Standardized testing to determine elevation to succeeding levels of education should be prohibited.
- Each learner should remain in the education system until completion of all academic requirements. Mandatory attendance (virtual or in person) should not end at 15 ½ or 19, but should continue until completion of required academic credits.

Recommendation for Curriculums for Elementary Learners

- Listening should be practiced through age nine.
- Listening should be on par with Reading, Writing, and Arithmetic.
- Add the following components to curriculums:
 - Playing musical instruments
 - Dance, to include hip hop, ballet, modern, etc.
 - Movement, including running, walking, stretching, yoga, and gymnastics.

Table 17. Recommendations for Secondary School Curriculums

Credits	Required Courses	Credits	Electives		
Mathematics: Four Credits		Select one or more			
1	Geometry	1	Algebra II		
1	Algebra I	1	Calculus, Probability & Statistics		
1	Household finance and budgeting	1	Business Mathematics		
Science: Four Credits		Select one or more			
1	Biology	1	Oceans/Oceanography		
1	Physics	1	Organic Chemistry		
1	Earth Science	1	Hydrology		
		1	Health Chemistry		
Computers, Information Technology: Four Credits		Select one or more			
0.5	Fundamentals of Computing	0.5	Basic: Hardware, Software		
0.5	Metaverse (Artificial Intelligence, Virtual Reality)	0.5	Intermediate: Hardware, Software		
Language Arts: Four Credits		Select one or more			
1	English Grammar and Composition	1	Journalism		
1	Historical English Literature, Composition	1	Writing for Social Media		
1	Vocabulary	1	Foreign Language I		
		1	Foreign Language II		
Governance & Citizenship: Three Credits		Select one or more			
1	American Government, Politics	0.5	U.S. Courts		
1	World History	0.5	U.S. Penal System		
		1	World Geography		
Healthy Living: Three Credits					
1	Movement & Health				
1	Movement & Nutrition				
1	Movement & Health Advocacy				
Music: One and One-Half Credits					
0.5	Music Performance (Chorus, Band, Instrument)				
0.5	Music Production				
0.5	Theater (Lighting, Audio, Video, Costumes)				
Electives: Four and One-Half Credits				For those seeking Trade Certification	
				Heating, Ventilation, and Aircondition (HVAC) Technician, Plumbing, Certified Nursing Educator (CNE), Culinary Arts, Auto Repair, Landscaping, Medical Assistant, Licensed Practical Nurse (LPN), Security Services, Other.	
Total Required Credits for Graduation: Twenty-Five					

¹ These recommendations were developed by Lindsey “Rob” Robinson for the Long-Term Strategic Plan Panel.

² See “A Nation At Risk: The Imperative For Educational Reform” (April 1983); <https://www.reaganfoundation.org/media/130020/a-nation-at-risk-report.pdf>; and “Goals 2000: Educate America Act” (March 1994); <https://www.congress.gov/bill/103rd-congress/house-bill/1804/text>. (Ret. 020123)

CCA – Social Protection

Sectoral coverage

The Social Protection sector covers: *The provision of economic (monetary) transfers to individual persons and to households and the provision of goods and services that are made available on a “collective” basis.* Typically, governments provide for these transfers, goods, and services. However, in the case of this Long-Term Strategic Plan (LTSP), Social Protection is expected to be provided by Black Americans for Black Americans through our familial arrangements and in our communally independent, self-sufficient, self-determined, and distributed areas of influence.

Social Protection is provided when needs arise from: (1) Sickness; (2) disability; (3) old age; (4) survivorship (5) family and children needs (poverty); (6) unemployment; (7) housing; and (8) social exclusion.

It is important to emphasize three points when establishing a framework for Social Protection.

1. Analysis of the eight Social Protection categories reveals transparently how the US Governmental and economic systems evolved to create needs for goods and services outside of family and communal infrastructures, which made Black and other Americans increasingly dependent on the government. These governmental requirements resulted in the imposition of continuously rising excise, income, property, sales, and use taxes. Most importantly, the production of these goods and services mainly created high-quality jobs for non-Black Americans and poor-quality jobs for Black Americans.
2. During initial stages of Black America’s efforts to achieve self-determination, a separate Black American governmental structure may not exist through which Social Protection can be provided. Therefore, our drive toward self-determination should in no way prohibit Black Americans from continuing to receive Social Protection from the previously existing governmental structure (US Federal and State and Local Governments). This link to the government can be severed completely after we build up our areas of influence and our capacity to operate self-sufficiently.
3. Our Black American self-determined and distributed areas of influence will be based on, and guided by, Afrocentric principles and practices. Two very important such principles partly comprise the Nguzo Saba (seven principles): (i) Umoja; and (ii) Ujima. Umoja (unity) must span familial, communal, and generational aspects of our areas of influence. In other words, our areas of influence should reflect vibrant and intense unity from the family outward to the community and upward/downward across generations. Ujima (collective works and responsibility) signals that we must build our areas of influence together with the intent of generating success (as we define it) for all. Given this approach, we exhibit a willingness to make others’ problems our own and we can generously expect others to make our problems their own.

Simply put, this just-described framework enables us to imagine Black Americans on the path to self-determination willingly working in unity, with genuine charity (giving not necessarily what is wanted but what is needed), and with diligence to provide goods and services for every young or

old man, woman, and child—especially those who are in need and have little-to-no-capacity to contribute to productive efforts.

A key “Welfare Economics” principle that should be adhered to is that the entire society is no better off than the worse-off persons. Adhering to this principle, we seek to improve life outcomes for the “least of these” first, knowing that that will translate to better outcomes for us all. Otherwise, those who do not have may relieve those who have of what they think they possess.

This Social Protection Common Country Analysis (CCA) suggests strategic actions that ensure fulfillment of the following 100-year goal while helping to ensure successful achievement of the LTSP’s overarching, 100-year goal:

Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible provision of Social Protection. Also, existing plans for providing future Social Protection are sufficient to sustain a superb quality of life.

Status of the Black America’s social benefits

In relative terms (relative to certain US racial and ethnic groups), Black America’s profile (economic, housing, health, and education (see the related CCAs in this LTSP)) infers significant need. When individual Black Americans are unable to exert efforts to fulfill these needs, then it is incumbent upon all of us in our areas of influence who are positioned to exert efforts to elevate our efforts to fulfill these needs. A fundamental and logical question is: How much need exists? The answer to the question is complex because, in some cases, needs are not now being met, and in other cases, needs are being met superfluously. Consequently, it is practically impossible to estimate or measure precisely the “value or amount” of our need. We will, however, venture a proxy measure of Black America’s need with respect to Social Protection by adopting what might be considered a robust measure of US Social Protection (in this case, they are called Social Benefits) that is prepared by the US Department of Commerce’s Bureau of Economic Analysis (BEA) as part its estimates of US Government Receipts and Expenditures. We will take BEA’s estimate of Social Benefits and then make a logical assumption: That Black America receives a “representative” (13.6 percent) share of total spending on Social Benefits (See Table 18, next page).

Table 18 reveals that for 2021 (the most recently available statistics), total US expenditures (Federal, State, and Local Governments) on Social Benefits to persons was about \$4.6 trillion. Also, if Black America received a representative proportion of those expenditures (Black America Alone comprised 13.6 percent of the US population in 2021 according to the US Census Bureau), then we would have received \$624 billion in Social Benefits (Social Protection) by value. Again, this is not to contend that such a level of expenditure is, or was, sufficient to meet Black America’s Social Protection needs adequately. Rather, it establishes a pseudo floor for *status quo* Black American Social Protection.

Table 18. US Total and Black American Share of Social Benefit Expenditures, 2021
(In billions of dollars)

Line No.	Social Protection Categories	2021 US Expenditures	Representative Black American Share
1	Sickness	\$1,660	\$226
2	Disability	\$20	\$3
3	Old age	\$1,249	\$170
4	Survivors	\$1	\$0
5	Family and children (Poverty)	\$1,133	\$154
6	Unemployment	\$322	\$44
7	Housing	\$39	\$5
8	Social Exclusion	\$161	\$22
9	TOTAL	\$4,585	\$624

Sources: See endnote 1.¹

In the next section, we discuss each of the eight previously highlighted Social Protection categories and interpret needs in light of this LTSP. While we will not assign dollar values to needs, we will describe how an Afrocentric approach to provision of Social Protection may be more fulfilling than methods currently used in the US economic system.

Sectoral needs and rationale

A priori, the eight Social Protection categories may appear too overwhelming to fulfill for novel and fledgling Black American distributed areas of influence that are seeking to achieve self-sufficiency and self-determination. However, we interpret each category in turn to comprehend the need and what will be required to fulfill it. We will revert often to previously presented CCAs in this LTSP document to emphasize that we embody the solutions to our problems when we think, plan, and work collaboratively, collectively, and in an integrated manner. The evidence is that it is possible to re-engineer our lives using Afrocentric principles to generate favorable Social Protection outcomes for us all.

- **Sickness.**—The need for Social Protection in response to sickness (not healthcare, which is covered in the Health and Wellness CCA) is expected to reduce dramatically as we improve Black America’s health by adopting a “prevent, fortify, and flourish” paradigm to replace the current “diagnose and treat” paradigm. Of course, those who sustain physical injuries due to accidents and unavoidable diseases may exhibit a need for sickness Social Protection. In addition, those who become infirmed in their old age may require certain sickness Social Protection assistance. However, given an overall higher quality of health and wellness for all Black Americans as this LTSP document is implemented means that there should be a reduced need for sickness-related Social Protection as time proceeds. Importantly, as will be discussed below, improved functioning of our economic and social (families and communities) infrastructures will enable many Black Americans to address their sickness-related Social Protection needs using their own economic and social

resources. As already highlighted, until our distributed and self-determined areas of influence reach the just-described conditions, we should not hesitate to continue absorbing sickness Social Protection assistance from US Governments. Nevertheless, as we move through our phased approach toward self-determination, our governance system (see the General Public Services (GPS) CCA) will be assigned responsibility for securing and dispensing sickness Social Protection resources when other means are unavailable.

- **Disability.**—The remarks for sickness Social Protection apply here. However, it is worth noting that “disability” generally has a longer-term connotation than “sickness.” In other words, disability Social Protection may endure a lifetime and may engender a significant burden on available social infrastructure and may, therefore, motivate the need for economic resources from the collective (governance system). Consequently, as the governance system secures Social Protection resources, special care should be given to ensuring that sufficient disability Social Protection resources accrue to meet this need.
- **Old age.**—Black America’s old age Social Protection requirements as a responsibility for the collective will be reduced substantially as we are able to reclaim our traditional Recreation, Religion, and Culture (RRC) and the paramount importance they place on family and community. Our elders become our ancestors, whom we cherish. Therefore, we will abandon the practice of discarding our elders in nursing homes. Rather, elders will be reintegrated into extended family relationships and into our communal social system. At the same time, our economic (Economic Affairs), governance (GPS), and cultural (RRC) systems will bring renewed emphasis, interest, and practices for preparing sufficiently for “golden year” requirements. The fact of the matter is that elderly (retired) Black Americans—more so than any other group—rely on Social Protection monetary transfers from the collective.² Accordingly, until our self-determination efforts reach a critical inflexion point and the above-cited expectations materialize, then Black Americans should continue to rely on old age Social Protection assistance that is available from US Governments.
- **Survivors.**—The loss of a head of household can generate a need for survivors Social Protection. This need is minimized, however, by the stepping up of extended family and communal support. To the extent that the lost head of household was employed by an area of influence firm, then it is expected that the firm will extend a benefit to survivors. On a purely economic resource front, survivors’ insurance (life insurance) serves as a valid hedge against this Social Protection need. It is important to recognize that insurance is a solid Black American business opportunity—a business in which we were prolific prior to the Civil Rights Era and desegregation/integration. Nevertheless, as already noted, it is incumbent upon the governance system (GPS) in our distributed areas of influence to secure and administer resources required to meet survivors’ Social Protection needs when they arise.
- **Family and children needs.**—The need for Social Protection for families and children results from inadequate resources in households to meet living requirements. Inadequate resources, or poverty, is often a complex network of challenges that has linkages in: Education or training gaps; unemployment or underemployment (which will be discussed next); substance abuse; involvement in the criminal justice system; an incomplete family structure (however defined); physical or mental disabilities; health and wellness gaps; homelessness (also to be discussed below); and an absence of extended family and/or

communal support. Consequently, this Social Protection requirement is a “poster child” for leveraging all relevant CCAs presented in this LTSP document (GPS, Education, Economic Affairs, Health and Wellness, Housing and Community Amenities (HCA), and RRC). When properly integrated and focused on families and children who are in poverty, all the aforementioned sectors can bring forward solutions that can be transformative. However, in the end, sometimes what is needed most urgently is monetary resources to acquire food, clothing, or shelter for families and children, and it is incumbent upon the GPS sector to secure such monetary resources and administer them as required. Again, the caveat concerning reliance on US Governments’ Social Protection for families and children in poverty applies until Black Americans can achieve an appropriate level of development.

- **Unemployment.**—Social Protection for extended unemployment is the concern here. Transitional unemployment will occur from time-to-time when workers move between jobs or locations, and workers are generally able to meet their own needs during these brief periods of unemployment. However, when unemployment spells last for extended periods, then monetary assistance from the collective may be required. As for other Social Protection requirements already discussed, the GPS sector must assume responsibility for securing monetary resources to aid workers who experience long unemployment spells. Until this can be achieved, we should have no compunction about receiving unemployment Social Protection (Social Benefits) from US Governments.

But the story does not end here. Distributed and self-determined areas of influence will build a Black economy based on the Afrocentric Nguzo Saba, which eschews cut-throat capitalism and a preoccupation with profitability, but favors workers’ rights and interests while ensuring economic sustainability. The Black economy operating under the guidance of this LTSP document will be forward leaning as it plans economic activity and will alert entrepreneurs and workers to potential economic risks and variability. Workers and entrepreneurs will be assisted in transitioning to new economic opportunities as old opportunities lose their relevance. Opportunities to expand educational attainment and to obtain new skills will be made available in advance of shutdowns and layoffs. Collaborative arrangements between owners/entrepreneurs and labor will enable the Black economy to function with less volatility than traditional market economy arrangements. Accordingly, the Black economy in distributed and self-determined areas of influence will feature efforts to sustain a high-quality of life for all, which will help mitigate and minimize long unemployment spells and the need for the related Social Protection.

- **Housing.**—A partial response to housing Social Protection is embodied in the HCA CCA. Specifically, the HCA CCA discusses efforts to ensure that housing is available for all Black Americans in our distributed and self-determined areas of influence. In addition, our new-found unity of family and community will open each of us up to new thinking about what to do when we see our brothers, sisters, and children homeless and on the street. We will welcome them into our home with wisdom. By “wisdom” we mean that we must develop an assessment protocol that provides guidance concerning who should be welcomed into our abodes. It stands to reason that families should be the first line of defense for homeless members. Barring that, then community members and institutions can fill housing gaps. When all of that fails, then we default to collective resources that are

to be secured and administered by the GPS sector. Until all of this is in place, we can continue drawing housing Social Protection from US Governments.

- **Social exclusion.**—For completeness, we retain this Social Protection category. However, for distributed and self-determined Black American areas of influence, we should make every effort to bring all Black American persons under the Umoja umbrella and assign none to excluded groups (substance abusers, “criminals,” etc.)

This Social Protection CCA should enable Black Americans to conclude that, in the end, no one can, or will, love a family or communal member the way we can, and we can produce a better quality of life for those in need of Social Protection than outsiders. Most importantly, we can provide this higher quality of life in our own homes and areas of influence, and do not have to struggle so strenuously to venture outside our areas of influence to work jobs whose marginal value is slim after accounting for all the costs associated with working someone else’s job day after day, month after month, and year after year.

Suggested Responsible Parties

The essential nature of an integrated response network to meet Social Protection requires a mandate that Responsible Parties for this sector be drawn from the remaining eight sectors. Hence, Responsible Parties for the Social Protection Sector will be comprised of representatives from the following sectors: (1) General Public Service; (2) Defense and Public Order and Safety; (3) Economic Affairs; (4) Environmental Protection; (5) Housing and Community Amenities; (6) Health and Wellness; (7) Education; and (8) Recreation, Religion, and Culture. It is also expedient that we suggest that the National Association of Black Social Workers with its many chapters assist in performing the work required in this sector.

Social Protection overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated eight-phase 100-year LTSP, Table 19 presents the phased 100-year overarching goal and selected objectives for the Social Protection sector.

Table 19. Social Protection Phased 100-Year Overarching Goal and Selected Objectives

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	The General Public Service sector (GPS and its National Black Planning Council (NBPC)) must raise Responsible Parties for the Social Protection sector by obtaining at least one representative from each of the remaining eight sectors; the chair/leader of the Social Protection sector will be a member assigned from the Economic Affairs sector; sector Responsible Parties develop and grow the Social Protection function for distributed areas of influence across the nation; national Responsible Parties leverage their “home” sectors while designing “do it ourselves” procedures and protocols that minimize the costs of Social Protection—to include collaborating with the Recreation, Religion and Culture (RRC) sector to develop and execute plans to increase unity, and collaborating with the Economic Affairs sector to enhance collective works and responsibility within our areas of influence; collaborate with the GPS sector to develop plans for securing and administering Social Protection financial resources; Responsible Parties at the national and areas of influence levels develop plans for expanding the role of families and communities in responding to the eight Social Protection needs; and at the end of the phase, collaborate with the GPS sector to assess Black Americans’ well-being with respect to Social Protection.
2	Year 6-10 objectives	Continue relevant phase 1 activities; Responsible Parties collaborate with the Education sector to develop ongoing plans to ensure on-time education, training, and retraining to ensure maximum employment; also with the Education sector, collaborate to ensure that retirement planning is incorporated into curriculums; collaborate with the Economic Affairs sector to ensure that plans are developed and implemented to leverage Black America’s need for life insurance programs for survivors (i.e., form Black insurance firms); collaborate with the RRC sector to plan and implement ongoing programs to bring the Black Church into the provision of more Social Protections—especially for families and children who are in poverty; collaborate with the Health and Wellness sector to plan and implement a “prevent, fortify, and flourish” paradigm that will reduce sickness Social Protection requirements; and collaborate with the Defense and Police Order and Safety (DPOS) sector to plan and implement protocols for assessing and accommodating those who are destitute in our areas of influence using the following hierarchy: (i) Immediate family; (ii) extended family; (iii) neighborhood religious or other institutions; (iv) volunteer households; and (v) transfers from the collective.
3	Year 11-15 objectives	Continue and expand relevant activities from previous phases; collaborate with GPS sector Responsible Parties in areas of influence (at local levels) to ensure that Social Protection resources are being collected; collaborate with the Housing and Community Amenities (HCA) sector to develop and execute an ongoing plan to develop housing for the homeless; and collaborate with the Health and Wellness sector to develop and execute plans for meeting disability Social Protection needs.
4	Year 16-20 objectives	Continue and expand relevant activities from earlier phases; assess the extent to which Social Protection is being provided by Black Americans for Black Americans in our distributed and self-determined areas of influence, or as a supplement to Social Protections provided by US Governments; plan a phaseout of Black Americans’ reliance on Social Protections provided by US Governments; and at the end of the phase, collaborate with the GPS sector to assess Black America’s well-being with respect to Social Protections—the related report should reflect a comparison of the financial resources expended by the US Government on Social Protections versus expenditures by distributed and self-determined Black American areas of influence.

No.	Phases	Goals and Subgoals
5	Year 21-40 objectives	Reassess the perspectives and approaches outlined for the delivery of Social Protection in this CCA; design a new process for delivering Social Protections or revise/augment existing plans—there may be new Social Protection requirements; ensure that Black Americans operating in distributed and self-determined areas of influence have severed their reliance on Social Protection provided by US Governments; and at the end of the phase, assess Black America’s well-being vis-à-vis Social Protections with assistance from the GPS sector.
6	Year 41-60 objectives	Continue and expand activities from previous phases as required being certain that Social Protection needs are met; and at the end of the phase, assess Black America’s well-being with respect to Social Protections—the related report should highlight the extent to which Black America’s Social Protection requirements are being met within family units, by institutional units within our communities (areas of influence), or using collective resources (the GPS sector can assist with statistics collection).
7	Year 61-80 objectives	Reconsider the perspectives and approaches proposed for delivery of Social Protection in this CCA as modified in phase 5; as required, design a new process for delivering Social Protections or revise/augment existing plans—there may be new Social Protection requirements; and at the phase’s conclusion, collaborate with the GPS sector to assess the well-being of Black Americans in distributed areas of influence with respect to Social Protections—the related report should reflect a comparison of the status of Black Americans’ Social Protections with that identified at the conclusion of phase 1.
8	Year 81-100 objectives OVER ARCHING GOAL	Update as required and continue relevant operations and activities outlined in previous phases; and formulate a new 100-year LTSP for the Social Protection sector. Black Americans residing in distributed and self-determined areas of influence across the US indicate through quality of life (well-being) assessments that they experience the best possible provision of Social Protection. Also, existing plans for providing future Social Protection are sufficient to sustain a superb quality of life.

¹ For Lines 1-6 and 8 of Table 18: US Department of Commerce, Bureau of Economic Analysis (2023). “Table 3.12 Government Social Benefits.” National Income and Product Accounts.

<https://apps.bea.gov/iTable/?reqid=19&step=2&isuri=1&categories=survey>. For line 7: Office of Management and Budget (2021). Appendix: Budget of the US Government for Fiscal Year 2022. US Government Publishing Office. Washington, DC. See Department of Housing and Urban Development sections on Tenant Based Rental Assistance (pp. 571-74) plus Project Based Rental Assistance (pp. 593-94). <https://www.govinfo.gov/content/pkg/BUDGET-2022-APP/pdf/BUDGET-2022-APP.pdf> (Ret. 021823).

² According to the Social Security Administration, in 2019, 35 percent of Black American elderly married couples and 58 percent of unmarried elderly persons relied on Social Security for 90 percent or more of their income. See “Fact Sheet: Social Security – Social Security is Important to African Americans.” July 2019.

<https://www.ssa.gov/news/press/factsheets/Africanamer-alt.pdf> (Ret. 122622).

Concluding Content

Detailed LTSP EXCEL Files

For operational (execution/implementation and monitoring) purposes, the text table goals and objectives that appear at the end of each of the nine sectors (Common Country Analyses (CCAs)) covered in this Long-Term Strategic Plan (LTSP) document are translated into Microsoft EXCEL templates. The general format of these templates is presented on the following two pages.

The templates include space for overarching goals, detailed objectives (strategic requirements), Responsible Parties, indicator(s) of success, assessments/adjustments and course corrections, and ratings for the first year of the first two phases (A (years 1-5) and B (years 6-10)) of this LTSP.

Note that the LTSP Panel realizes that long-term strategic plans are subject to revisions and course corrections. Therefore, there is no attempt to translate full text table 100-year sector plans presented in this document into EXCEL templates. Rather, EXCEL templates are presented that reflect detailed objectives for the first ten years of the plan. It is comprehended that plan implementers will modify even these ten-year plans as required during the execution/implementation process. Also, plan implementers will identify the specific Responsible Party(ies) for each objective and the associated indicators of success.

As time unfolds, it is anticipated that the EXCEL templates will be updated and extended for the remaining 90 years of the 100-year plan—drawing from the text table plans included in this LTSP document.

Readers can identify individual EXCEL templates for each of the nine sectors presented in this LTSP document here:

1. <https://www.BlackEconomics.org/LTSP/cca1gps.xlsx>
2. <https://www.BlackEconomics.org/LTSP/cca2dpos.xlsx>
3. <https://www.BlackEconomics.org/LTSP/cca3ecaf.xlsx>
4. <https://www.BlackEconomics.org/LTSP/cca4enpro.xlsx>
5. <https://www.BlackEconomics.org/LTSP/cca5hca.xlsx>
6. <https://www.BlackEconomics.org/LTSP/cca6handw.xlsx>
7. <https://www.BlackEconomics.org/LTSP/cca7rrc.xlsx>
8. <https://www.BlackEconomics.org/LTSP/cca8educ.xlsx>
9. <https://www.BlackEconomics.org/LTSP/cca9socpro.xlsx>

Also, a file containing a comprehensive presentation of the nine sectors can be found at: <https://www.BlackEconomics.org/LTSP/ltsp.xlsx>.

Again, the plans for each sector are “stand alone”—not integrated, *per se*. As discussed in the General Public Service CCA, the National Black Planning Council will be responsible for providing oversight for execution of the plan and, therefore, must be an integrator of the individual sector plans.

LTSP Template		Function/Sector	Rating: Scale (1-10)	Complete (C)/ Incomplete (I)
Long Term Goal Statement				
Responsible Parties				
1st Five Year Goal Statement: Phase A				
Responsible Parties				
Phase A - Year 1 Objective 1				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 2				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 3				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 4				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 5				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 6				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 7				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 8				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 9				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 10				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 11				
Responsible Parties				
Indicator(s) of Success				
Phase A - Year 1 Objective 12				
Responsible Parties				
Indicator(s) of Success				
Perform an Assessment and Make Adjustments				

LTSP Template		Function/Sector	Rating: Scale (1-10)	Complete (C)/ Incomplete (I)
Long Term Goal Statement				
Responsible Parties				
2nd Five Year Goal Statement: Phase B				
Responsible Parties				
Phase B - Year 1 Objective 1				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 2				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 3				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 4				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 5				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 6				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 7				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 8				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 9				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 10				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 11				
Responsible Parties				
Indicator(s) of Success				
Phase B - Year 1 Objective 12				
Responsible Parties				
Indicator(s) of Success				
Perform an Assessment and Make Adjustments				

The First Five Years

As Black America initiates execution of this Long-Term Strategic Plan (LTSP) in its current or some revised form, the first five years will be very important because they lay the foundation for future success. The following are highlights from the nine CCAs that pinpoint where our efforts should be directed during the first five years of plan execution as we kick-off our marathon that will end in independence, self-reliance, self-determination, and liberty.

General Public Service (GPS).—Identify leading Black organizations and institutions (those that would be among Responsible Parties) for each function/sector. Use such organizations to recruit representatives who will comprise an initial National Black Planning Council (NBPC) and who will work to initiate its Secretariat.

The NBPC should focus on the following concerns during the first five years:

- Securing agreement on the relevance and practicality of the LTSP document.
- Building out its administrative infrastructure and that of the remaining eight sectors.
- Considering and obtaining potential sources of financial resources for plan execution.
- Developing information technology and communications systems that can be used to socialize, popularize, and promulgate the LTSP.
- Formulating and implementing campaigns for increasing unity (Umoja) within Black America.
- Prioritizing areas of influence (communities) for early execution of the LTSP.

Defense, Public Order, and Safety (DPOS).—Lay the groundwork for increasing Black American presence on Police and Fire Departments across the nation and begin planting seeds for more control by Black areas of influence over police and fire protection services. Also, the sector will act to ensure continuation of the downward trend in Black American incarceration.

Economic Affairs.—Externally, the sector should emphasize close integration with the Education function/sector to ensure that young Black Americans value entrepreneurship and seek related opportunities in academic, technological, or artisan-based training. Internally, the sector should emphasize the development and expansion of financial institutions and motivate greater support for existing and new Black businesses that arise from the increased availability of financing within our areas of influence. Generally, the sector should incite informational campaigns on the importance of unity (Umoja), collective work and responsibility (Ujima), cooperative economics (Ujamaa), and self-determination (Kujichagulia).

Environmental Protection.—Identify on a prioritized basis those areas of influence that are experiencing the most pollution (water, air, and land), and intensify efforts to abate this pollution using available means and new approaches that we might invent.

Housing and Community Amenities (HCA).—This sector should form close ties with the Economic Affairs and Education sectors to help spur a greater Black American presence in the *Architectural and engineering services* and *Construction* industries, which can leverage the

expected increase in available financing to improve HCA in our areas of influence. Importantly, the sector should seek to inspire more unity for purposes of expanding home and other ownership in our areas of influence—by any means necessary.

Health and Wellness.—Collaborate with the Education sector to install a mentality of “prevent, fortify, and flourish” among Black Americans (young and old), our health and wellness practitioners, and businesses. Also, begin to produce a cadre of health and wellness practitioners that will reflect a flatter healthcare delivery hierarchical structure; a health and wellness delivery system that will reflect a changed point of emphasis from physicians to those in need of care; a change in the locale where most health services will be delivered; and a health and wellness system that will be financed by a very efficient and transparent single-payer system under which everyone in our areas of influence can receive quality care.

Recreation, Religion, and Culture (RRC).—Ensure close integration with all relevant sectors to implement eight strategies that are designed to, *inter alia*: Renew Black Americans’ minds concerning RRC; reassess our RRC to deepen and imbue them with our Afrikaness; ensure that our recreation and culture workers are compensated fairly and pour some of that compensation into Black areas of influence to support development; initiate new, and expand existing, RRC business operations domestically and internationally; enable our youth to make improved decisions concerning pursuit of RRC careers; cause Black American audiences and businesses to support effectively Black-owned media operations; motivate a more unified (consolidated) Black-owned media to produce content that is favorable for Black Americans; and increase support for Black museums, which are central to preservation of Black Culture.

Education.—As highlighted above, collaborate intensively with other sectors to assist them in achieving their goals. Also, begin to assess and reformulate curriculums (at all levels) so that they are Afrocentric, are based on Black Liberation Ideologies, and are beneficial for Black Americans today and on a long-term basis. Motivate Black America to resurrect our high regard for learning and stimulate interest in being purveyors of knowledge among Black America’s youth and aged alike. Act to increase Black provision of education to Black students—in all educational forums.

Social Protection.—Collaborate vigorously with the RRC sector to build a stronger mentality of unity (Umoja) and collective work and responsibility (Ujima) within Black areas of influence. This strategy alone will reduce the monetary cost of providing Social Protection to Black Americans. In addition, work closely with the GPS sector to assist in identifying methods and procedures for securing and managing financial resources that can be used to provide Social Protections through the collective as a last resort. Also, seek to integrate efforts with the HCA sector to provide improved Housing Social Protection for homeless Black Americans.

When we achieve these objectives during the first five years of LTSP implementation, then we will have engineered an excellent start to the 100-year marathon that will produce a self-determined Black America that enjoys superior well-being. However, for long-term success, we must attract massive interest in this LTSP by young Black Americans.

Expectations Beyond Year Five

This section anticipates developments beyond the first five years while implementing this Long-Term Strategic Plan (LTSP). Planning is not a precise science. Therefore, anticipation of what will transpire when a plan is implemented will undoubtedly reflect inaccuracies. Nevertheless, at the risk of being inaccurate, the following are highlights of somewhat predictable and desired outcomes that are expected in years following the first five-year phase of this LTSP.

An inevitable outcome for plans is that they will be revised as “things change.” Consequently, we anticipate that the plan will be revised to reflect the normal course of history—events that we could not know/predict at the time of this writing. However, because the plan is well-structured yet flexible, we believe that the overarching 100-year goal and most of the function/sector goals and objectives will not be modified dramatically as we move beyond the first five years.

Given that Black America has never confronted an LTSP, we are somewhat uncertain about the uptake and approval of this document. The fact that the plan goes out of its way to be “unbiased” should increase the speed and scope of the plan’s uptake. But we should not be surprised to experience some foot-dragging as efforts go forth to execute the plan—even after the first five years.

Also, given the very nature of the plan, we should certainly anticipate external pushback by those who wish to derail progress: Either to halt execution of the plan altogether or to insert strategies that take us off course. Wise advice is: “Make a plan and stick with the plan.” This is a plan. So, our advice is to “stick with the plan” to the extent possible.

There is no doubt that the rate at which technology, artificial intelligence, and robotization will infiltrate and permeate the US economy is likely to accelerate in the period ahead. However, while a Black America that intends to become self-determined should be very cautious about the extent to which these “advances” are adopted so that they do not destroy/sabotage our economy, we should also be vigilant about identifying technological advances that will accelerate our efforts to become self-determined. In other words, we should be cognizant that some of these advances may enable us to leapfrog to our desired goals and objectives much faster than initially anticipated.

Like most good plans, we have attempted to account for certain possible developments. As you know, competent, loyal, and effective leadership can help ensure—to a great extent—the successful execution of plans. However, history tells us that leadership can vary in its competence, loyalty, and effectiveness. Unfortunately, the history of Black leadership in America is fraught with cases of outright failure. Therefore, while we believe that the leadership (Responsible Parties) framework that is established herein will help ensure that competent, loyal, and effective leadership is at the helm of plan implementation, this is not guaranteed. Consequently, we urge Black America to monitor plan execution. If judicious monitoring reveals leadership failure(s), then we urge Black America to motivate that leadership to bring plan execution back on course. In the event that leadership does not respond appropriately to that urging, then we invite the grassroots to take control of plan execution. A plan exists, and available social media tools enhance prospects for coordinating successful execution of the plan.

The LTSP Panel believes that execution of this plan may be characterized by a snowball. Small and important successes in the first five years will increase and expand Black America's faith in the plan. As we move beyond the first five years, additional successes will increase further faith in the plan, and it will intensify and accelerate interest in the plan. While that interest may be of the favorable and unfavorable variety, we believe that plan execution will be like a small snowball rolling down a mountain side after a heavy snow fall. The further we move toward our 100-year overarching and function/sector goals, the greater the momentum we will enjoy.

If Black America is truly interested in self-determination and in generating superior well-being, if we adopt this plan or some version of it, if we install competent, loyal, and effective leadership from those selected or from the grassroots, and if we stick with the plan, then we believe that this plan can be executed successfully to produce the joyous outcomes that we seek so fervently.

Conclusion

The necessity and importance of creating this Long-Term Strategic Plan (LTSP) for Blacks/Afrikan in America cannot be overstated. The condition of our people and the demonic forces that created it are unprecedented in human history. Our inability to provide the most basic goods and services for the maintenance of our own lives is a precarious and unsustainable circumstance.

The Black (Afrikan) men and women who crafted this historic document recognized that since the onset of our engagement with Europeans in America, we (Afrodescendants) have been courageously seeking to—in a piecemeal and fragmented fashion and unsuccessfully—extricate our people from the barbarous clutches of our oppressors. The absence of a long-term strategy has proven to be a crippling omission, and the missing link to our complete liberation. We now have, in this meticulously structured LTSP, a methodical, comprehensive, and coherent “roadmap” that, when implemented properly, will remove impediments that have prevented us from making the type of progress we are fully capable of achieving.

The use of the United Nation’s Common Country Analysis (CCA) approach affords us valuable statistical data that are indispensable as we make recommendations to solve problems that confront us in nine areas (sectors) of human activity. Identifying the parties responsible for addressing and facilitating actualization of specific goals and objectives has the advantage of expanding participation in our liberation struggle. And while these Responsible Parties possess experience and expertise in specified areas of concern, let us not lose sight of the reality that we all must shoulder responsibility for achieving our liberation, and hence, our self-determination.

Projecting out at least 100 years to meet our goal of self-determination should be viewed in the context of the millennia required to reach our current wretched condition. Of course, there will be course corrections along the way as needs to revise arise.

Because we have never tasted true freedom, let us take a stroll down “Long-Term Lane” and contemplate the profound importance of this LTSP. Upon implementing this LTSP successfully, imagine:

- Not having to concern ourselves with being victims of crime or violence and having confidence in the preparedness of our Black areas of influence in case of attack.
- No more poverty among our people, and all the goods and services needed are readily available from producers who look like us.
- Living, working, and playing in areas free of contamination, toxins, pollution, clean/safe drinking water, and litter free owing to National Black Cleanup Days that are fastly becoming part of our culture.
- All Black citizens having a decent place to live, high functioning schools, wholesome venues for recreational needs, and museums and cultural centers everywhere. Homelessness will be eradicated!
- Appropriate healthcare facilities easily available, a Black physician for anybody in need, and healthy/nutritious foods nearby.

- Worship as we please with no animosity toward other religions. We will be free to express our Afrikaness.
- An educational system with curriculums that meet the academic and cultural needs of Black students from pre-K to post-graduate, and Black teachers in numbers that reflect student bodies.

This is the favorable world we create in our areas of influence when we employ the guidance of this LTSP. With this **LONG-TERM STRATEGIC PLAN**, another world **is** possible. Without it, **genocide** is in the offing.

The foundational impetus for creating this LTSP was, in the words of the LTSP Panel: “Because we don’t have one.” Simple and profound!

Now let us use this LTSP to produce life in our areas of influence that we can describe as #1 in the world for fulfilling our needs and our desires.

It is Black America’s LTSP. Now go execute it!

LTSP Panel Members' Brief Biographies

The following brief biographies are of selected LTSP Panelist, who participated actively in most meetings and in the production of this document either as authors and/or as reviewers/commenters.

Baba Asinia Lukata Chikuyu.—A self-identified People's Injustice Agitator, who is skilled in computer graphic designing, marketing, life skills management and training, and television program hosting and production. He is an Afrikan-centered historical tour guide and educational consultant who is involved in numerous Afrocentric activities and projects. He is founder of the MedgarEversville Elder's Council and Editor of the "As We Build" newsletter. He serves as National Election Committee Chairperson of the Provisional Government of the Republic of New Afrika.

Dr. Gale Frazier.—Holds a bachelor's degree in Civil Engineering (Tennessee State University); a Master of Science Degree in Project Management (Keller Graduate School of Management); a Doctor of Philosophy Degree in Education (Roosevelt University); an Honorary Doctor of Divinity Degree; and she is a Fulbright Scholar. She is Chairperson of the Board of Directors for the National Black Agenda Consortium; Vice-President of the Global Institute of Planning and Sustainable Development and Advisory Chairperson of its Technical Operations; and President and Chief Executive Officer of the Construction Management Consortium, LLC. She is National Dean of the US Minority Contractors Association, and founder and President of Daughters of Sarah International Outreach Ministries. She is also a Certified Clinical Trauma Professional.

Baba Amefika Geuka.—A Florida public charter school founder and operator, a retired educator, a former real estate developer, and a former public administrator. He is widely known in the US and Afrika as a businessperson and activist engaged to secure improved outcomes for Black Americans.

Dr. Margaret King.—Specializing in Urban Planning and Development Public Policy, Dr. King has spearheaded the development and operation of many domestic and global initiatives, including her current role as President and CEO of the Global Institute of Planning and Sustainable Development. She is a Professor of Urban and Regional Planning, and has taught in economics, finance, international business, entrepreneurship, and geography/globalization fields. She is lauded for her success in capturing research and development funds through proposal and grant writing—with over \$5.0 billion to her credit. She has served numerous governments (the US Federal, State, Local, and Afrikan Nations) in a variety of leadership capacities. She is the recipient of many high-level international and domestic appointments and awards. Her mission-oriented and mission-driven work is designed to develop global leaders of all ages and walks of life.

Bro. Brooks Robinson.—Holds bachelor (University of Wisconsin-Madison) and master and doctoral (George Mason University) degrees in economics. From 1987-2012, he served as an economist and economic adviser with the US Government. Also, between 2014-2020, he served as an adviser to several Afrikan and South Asian governments on government finance and public sector debt statistics and national economic accounts. He is the 2005 founder and chief contributor to the BlackEconomics.org Internet portal, and *Rapporteur* for the Long-Term Strategic Plan Panel.

Baba Lindsey “Rob” Robinson.—Forged a wide-ranging career as a firefighter, military officer (23 years with the US Army, rising to the rank of lieutenant colonel), and educator (12 years as a middle school teacher). He holds a Bachelor of Political Science Degree from the University of Florida, and advanced degrees in Management (Florida Tech) and in Education (Old Dominion University). As an International Association of Fire Fighter’s union official, he helped negotiate labor contracts. Also, he was an active member of the National Education Association and the American Federation of Teachers. He is an author, a world traveler, and co-contributor to the BlackEconomics.org Internet portal.

Baba Sababu Shabaka.—Holds undergraduate degrees in Mathematics and Physics (Morgan State University) and in Management Information Systems (Bowie State University). Also, he holds an advanced degree in Educational Administration (Coppin State University). He has taught at Morgan State University, the University of the District of Columbia, and at Howard University. He was a long-time employee of Bell Laboratories, a former President of the Association of Black Laboratories Employees (ABLE), and he has traveled to over 20 Afrikan countries and islands. Currently, he is a member of the Board of Directors of the Us Lifting Us Economic Development Cooperative, LLC, and a former member of the Board of Directors of the National Coalition of Blacks for Reparations in America.

Baba Laurence Tunsill, Sr.—A veteran of the US Air Force, he leveraged his military training in radar technology to forge an over 30-year career with Lucent Technologies and its predecessors. In 1987, he co-founded The Carter G. Woodson Committee for Positive Education in response to the unmet needs of Black students in the Duval County, Florida public schools. In 1999 he gained awareness that the Mary McCloud Bethune Elementary School in Jacksonville, Florida was constructed on a former municipal waste dump site. In response, he co-founded Citizens Organized for Environmental Justice, Inc. (COEJ, Inc.) to seek redress for the families that were impacted negatively by the toxins at the school and surrounding locations. COEJ, Inc. prevailed in a civil action against Jacksonville on behalf of over 5,000 Black plaintiffs. He is a long-time and well-known Black activist who is spearheading a National Annual Black Cleanup Day Program, and he is the convener of the Long-Term Strategic Plan Panel.

Appendix I: Methodology

On February 24, 2022, Baba Laurence Tunsill, at the suggestion of Baba Amefika Geuka, convened the Long-Term Strategic Plan (LTSP) Panel for its first meeting and issued the following “Charge:”

February 24, 2022

Charge to the LTSP Panel

In recognition of the precarious position in which we Afrikans here in America and elsewhere find ourselves situated, this panel has embraced as our sacred duty the task of crafting a Long-Term Strategic Plan (LTSP). This plan will be designed to provide direction and measures that we, as a collective, can take to ensure not only our survival, but also our full and robust participation in the commercial and political affairs of this country. And as we deliberate, we are keenly aware that in order to become self-determined we must see ourselves as a nation within a nation.

The frequency of our meetings is yet to be determined, but what we do know is that we will continue this process until our mission is accomplished. I think it is safe to say that the ZOOM format will be used throughout our deliberations.

Laurence I. Tunsill Sr.
Convener

The “Charge” was issued at the onset of the LTSP Panel’s first meeting on February 24, 2022. The Panel has met virtually (via ZOOM) the second Thursday of each subsequent month.

The original Panel was configured mainly of “grassroots” activists who were known to Babas Tunsill and Geuka. However, additional Panel members filtered in and out of the process as their expertise was required and in accordance with their availability.

The Panel began with a familiarization of its members and by defining terms: Including discussions of important terms, such as “nation within a nation” and “self-determination.” (Key terms that were identified and on which definitional agreements were reached appear in Appendix II of this document.)

An important and early decision of the Panel (after considerable discussion) was to advocate for self-determination *in situ* (i.e., self-sufficient, self-sustaining, and self-determined areas of influence (communities) on a distributed basis). This approach to self-determination is akin to, but different from, the formation of separate and independent Black Towns that formed following the US Civil War. This LTSP advocates the formation of separate and independent enclaves (areas of

influence) mainly within existing urban areas where Black Americans exist today. However, the Panel did not preclude the prospect of large volumes of Black Americans (Afrodescendants) aggregating in one place. The Panel believed that adoption of a more radical “separate nation formation” approach would be rejected by many Black Americans.

The Panel invited experts on “nation formation” (Dr. Mustafa Ansari, Dr. Elaina Porter, and Mr. Ramzu Yunus) and on extant “plans” for Black America (Ms. Yaa Simpson).¹

The Panel agreed to approach development of an LTSP using a “government” perspective based on a *Classifications of the Functions of Government (COFOG)*.² The Panel decided to feature, in principle, only nine of the COFOG functions/sectors—concluding that given the special nature of Black America, it was appropriate to consolidate the “Defense” and “Public Order and Safety” functions/sectors.

Having decided on the coverage/scope of the LTSP document with respect to functions/sectors, the Panel agreed to adopt a United Nations’ “Common Country Analysis” format for presenting the nine functions/sectors.³ It was believed that this format might prove useful if/when the LTSP Panel or any other group decides to use the document to pursue justice for Black Americans internationally.

The LTSP Panel decided to use a “well-being” approach when shaping an overarching long-term 100-year goal and all related goals and objectives for the nine functions/sectors. This approach eschews traditional approaches to goal setting, which are often based on materialistic and/or monetary targets. Rather, it features an Afrocentric and righteous perspective on how we should/could interpret and live life in a holistic context.

Guided by the universal creative spirit and our ancestors, the LTSP Panel collaborated in discussing and analyzing relevant topics and issues, drafting the LTSP document, and then reviewing and revising it to produce this publication.

Having completed an early draft of the LTSP document in late February 2023, the LTSP Panel sought an external review of the document.

During March through June 2023, the LTSP document was revised and finalized. It was released in July 2023.

Importantly, all LTSP Panel proceedings were recorded in written meeting highlights and are available upon request. Video recordings of most of the meetings are also available upon request.

¹ On June 9, 2022, Ms. Yaa Simpson presented to the LTSP Panel a “Meta-Analysis of Black Agendas,” which she co-authored on behalf of a group known as “Big Mamas” in Chicago, Illinois. The meta-analysis considers five “Black Agendas” (plans) that were in vogue during 2016-2020: (1) “The National Black Agenda;” (2) “Black Futures Lab, Black Agenda 2020;” (3) “Contract with Black America” (Ice Cube); (4) “Power Economics” or “Powernomics” from Dr. Claud Anderson; and (5) “Agenda for Black American Restoration and Self-Determination.” The LTSP Panel recognizes that there have been other plans for Black America prepared by Black Americans. Two of the most well-known plans are: The Nation of Islam’s “Muslim Plan” from the organization’s leader, the late Elijah Muhammad, which is presented in his book: *Message to the Black Man in America*; and a “Master Plan” developed by Prof. Chancellor Williams that appears in his book: *The Destruction of Black Civilizations: Great Issues of a Race from 4500 B.C. to 2000 A.D.* Probably the most comprehensive work that charts a path to Black liberation is Dr. Amon N. Wilson’s 1998 book, *BluePrint for Black Power: A Moral, Political and Economic Imperative for the Twenty-First Century*.

² An outline of the COFOG functions/sectors are available from the Organization for Economic Cooperation and Development; <https://www.oecd.org/gov/48250728.pdf> (Ret. 012922). A more detailed presentation of COFOG appears as an Annex to Chapter 6 of the *Government Finance Statistics Manual, 2014*.

³ United Nations Development Group (2017). United Nations Development Assistance Framework Guidance, (pp. 21-2). https://unsdg.un.org/sites/default/files/2017-UNDAF_Guidance_01-May-2017.pdf (Ret. 052022).

Appendix II: Glossary of Key Terms

The following is a list of key terms and their definitions/descriptions as prepared and agreed by LTSP Panel Members.

Afrikan Identity/Connectivity—Asinia Lukata Chikuyu

American slave-breeding was an industry. In fact, Thomas Jefferson bragged to George Washington that the birth of Black children was increasing Virginia's capital stock by four percent annually. States produced slaves as their main domestic crop. The price of slaves was anchored by industry in other states that consumed slaves in the production of cotton, rice and sugar, and constant territorial expansion. As long as the slave power continued to grow, breeders could literally bank on future demand and increasing prices.

Consequently, when the stolen Akan, Fulani, Hausa, Igbo, Yoruba, and others were cross-bred, and raped for impregnation, a New Afrikan Nation came into existence. Thanks to the "one drop rule," America codified the creation of that New Afrikan Nation. That crossbreeding also served to deepen the connectivity between the various Afrikans.

Black Liberation (Liberty)—Brooks Robinson

Note that I have changed the term from "Black Liberation" to "Black Liberty." Liberation (a noun) describes a process by which Liberty (a noun) is obtained. I pass by Liberation (the process) and go directly to Liberty (a tangible reality).

What is Liberty? Freedom! The ability to do what one wants, when one wants, the way one wants. Liberty is connected to the idea that, as Brothers/Sisters used to say during the 1970s: "Freedom means responsibility." So, Freedom is taking responsibility to plan and conduct life without the imposition of restrictions or constraints from others/outside. Such freedom is cognizant of self-imposed constraints. That is, there may be an absence of resources to do precisely as one wants, when one wants, the way one wants. But one can be free (have Liberty) with limited resources. Liberty is the power of choice. An important requirement for Liberty is the ability to secure and maintain it—by any means necessary.

I view Liberty for Black Americans (Blacks of all origins in the Americas) as potentially evolving in one or more of at least three ways: (1) Creating a sovereign territory in place (i.e., in our current areas of influence (Black communities) mainly in US urban centers); (2) gaining control of US land through migration or otherwise, which will constitute a separate territory (The territory may not be sovereign initially, but sovereignty may ultimately be achieved in the territory. This is consistent with action taken by the Republic of New Afrika (Baba Lukata); and (3) gaining control of sovereign territory outside of the US to which Black Americans migrate (in Afrika or elsewhere; this is reminiscent of Liberia's formation and what so-called Jews achieved with the establishment of Israel in Palestine).

As I see it, and from a Black American perspective, there are two primary barriers to Black American Liberty: (1) Black Americans do not want to shed blood (history reveals that Liberty is often gained through blood shed); and (2) Black Americans are too comfortable with our current accoutrements of life in the US. Believe it or not, even if Black Americans were offered freedom in an Afrikan paradise (a jungle with all the water, fruits, vegetables, nuts, and animals readily available at our fingertips and a perpetual tropical climate), most of us would say No! There is no technology there: Electric lights, air conditioning, computers, the Internet, televisions, EVs, or Whole Foods or Amazon-like stores from which to order to meet our every desire. We would rather live life in a stressful hell than to go to Afrika and live in paradise of peace. As Baba Rob Robinson has emphasized, there must be a renewing of our minds if we are to earnestly seek Liberty—especially the minds of our youth.

Capacity Building--Asinia Lukata Chikuyu

Capacity Building – New Afrikans believe that the fundamental reason our oppression continues is that We, as a people, lack the power to control our lives and We believe that the fundamental way to gain that power and end oppression is to build a sovereign Black Nation. To that end, We are in full alignment with former Afrikan Union Ambassador Ariana Chihombori-Quao's mission to Build Capacity of People of Afrikan Descent to effectively "Do for Self."

The Akan Adinkra Symbol Nea Onnim means “He who does not know.” It is from the Akan proverb, “Nea Onnim no Sua a Ohu,” which translates as, “When he who does not know learns, he gets to know.” People of Afrikan Descent (PAD) must come to know full freedom through the experience of full freedom, which includes self-governance.

Confederate sentiment and ideology have PAD convinced that We need white rule to survive. Consequently, the masses of PAD do not seek to know full freedom. Our learning seems confined to assimilating into this burning house, rather than building a separate, better house. We are the "she/he" that does not know freedom, but who must get to know freedom and We must build our capacity (skill sets), to permanently control our lives in a society of Full Freedom and Collectivism. Capacity Building means developing like-minded people with the skills needed to control our own lives.

Dual Citizenship--Amefika Geuka

In my personal experience over the years and from my conversations with and observations of Continental Afrikans, I have learned that Black Americans who are Afrikan-centered and Afrikans from most Afrikan countries do not have the same 'description' or understanding of what they mean by "dual-citizenship." Afrikan-centered Black Americans generally mean that we would be granted citizenship in one or more of the Afrikan nation-states *in addition to* our current citizenship in America. Most continental Afrikans view dual citizenship as their Afrikan country of origin agreeing to allow them to retain their natural citizenship even if they seek to earn citizenship in a foreign country after being allowed to reside there for a specified number of years in one legal capacity or another.

In particular, governments of Afrikan nation-states are reluctant, at best, to even seriously discuss the matter of dual citizenship as it is desired by Black Americans who are Afrikan-centered. If other participants in our LTSP initiative have had a different experience in this regard, I would like to learn more about such experiences and which Afrikan states they have found to be truly desirous of having and encouraging Black Americans to seek to become citizens of their respective countries while retaining our current status as citizens of the United States of America.

Concurrently, we Black Americans who are Afrikan-centered would have to get about the business of convincing the government of the United States *not to require* that we give up our American citizenship should we seek citizenship in an Afrikan state.

Economic Freedom—Brooks Robinson*

Economic freedom is the ability of people of a society to take economic actions. The ideals of economic freedom are strongly associated with healthier societies, cleaner environments, greater per capita wealth, human development, democracy, and poverty elimination.

The most obvious benefit of economic freedom is that, as a system, it is the most conducive to widespread prosperity, that is, to high or rising incomes and consumption for the bulk of the population.

The five economic freedoms are as follows:

- Freedom #1. To buy and sell
- Freedom #2. To choose an occupation
- Freedom #3. To compete
- Freedom #4. To own property
- Freedom #5. To make a profit

As a people, it is my belief that we should have a focus on individual freedom and in aggregation to elevate communities and then to scale nationally. We need a shift from consumerism to wealth and asset accumulation along with a focus on building businesses that we own and that support and build our communities.

Emancipation—Brooks Robinson*

“Emancipation” is contradictory to “Self-Determination.” Emancipation is to be made free by a superior authority. This term arises often in the context of minors being emancipated by a parent(s) or guardian(s). Self-Determination is the assertion/exercise of an existing freedom. In the Afrodescendant (Black American) experience in the US, emancipation meant that the US Government imposed its will and emancipated us. It is important to recognize that Afrodescendants (Black Americans) do not need White Americans to extend freedom to us. We already have that freedom. However, it is up to us to assert/exercise that freedom.

Free Association—Brooks Robinson*

“Free Association” entails the following conditions:

- The exercise of inherent powers of a government that has full internal sovereignty.
- There are (sovereign) government-to-government relations.
- Each government must reflect complete or partial economic self-sufficiency.

When US Afrodescendants (Black Americans) pursue a new political status in free association with the U.S. government, we must ensure that there is internal sovereignty on our part, which allows us to impose internal control over land tenure questions, education, health, and welfare, etc. Also, the association should account for the flow of funds and other resources and any required strategic security with and from the U.S. government.

As a criterion for Free Association, as already indicated, an autonomous government must exist with which to engage in a free association with another government.

United Nations General Assembly Resolution 2625 (XXV), which is entitled, “Declaration on Principles of International Law Concerning Friendly Relations and Cooperation Among States,” makes the following clarifications:

- It expands the list of status options that serve as a full measure of self-government (Medina, 2009, p.1061) by recognizing that a people may emerge into any political status that is freely determined as a mode of self-determination. It clarifies two concerns:
 - That the status can apply outside of the colonial framework.
 - That oppressed “minority” groups’ rights within a state and their external self-determination confer upon the group the right to statehood and independence.

Inclusiveness—Gale Frazier

Narrative:

From my perspective, the realization of inclusiveness must start with the leader, and the specific attributes and traits that one would need to implement the concept of inclusiveness.

Inclusiveness, by definition means:

The practice or policy of providing equal access to opportunities and resources for people who might otherwise feel excluded or marginalized and/or treated as insignificant. This includes social exclusion, social marginalization, socially disadvantaged, and relegated to the fringes of society, across all areas of disciplines of life including education, sociology, psychology, politics, and economics and so forth.

Inclusiveness supports moving those from a position of little or no importance, influence, or power or relegated to marginal position within a society or group to a new position at the table within the decision-making process. We must endeavor to position those who are viewed as both powerless and/or unimportant to the forefront.

The goal of inclusiveness must be to provide equal access to opportunities and resources for people who might otherwise be excluded or marginalized. An inclusive leader acts to include individuals from all backgrounds within the scope and framework of our work within Black communities by ensuring that they are engaged, integrated, motivated, and valued. Inclusion means that diverse individuals are fully integrated into the collective processes and have exposure to the work, projects, and relationships that are critical to our overall development and success as a people.

This inclusive leader must exude:

Fairness, respect, integrity, consideration, empathy, forthrightness, trustworthiness, not easily offended, honesty, and other such attributes. In general, understanding inclusiveness requires the leader to exhibit character traits that we would like to see in others.... which is why it must start with leadership first, making sure that no one is overlooked, forgotten, or left behind. The leader must understand the concept of Together Everyone Accomplishes More (T.E.A.M.). This inclusive leader acknowledges everyone's importance and encourages an environment for expressions of adverse opinions and viewpoints without partiality and bias. This inclusive leader realizes that everyone has something to contribute to bring about success. Furthermore, inclusive leaders value the perspectives of dissenters within the group because dissenters help to expose one-sidedness, blind-sidedness, and help avoid becoming sidetracked. We must learn to value everyone's opinions, for each will provide the necessary steppingstones to advance our ultimate goal. When we exclude others, we shortchange the successes that we desire to obtain.

Sources:

Oxford Learning dictionary, dictionary.com, Merriam-webster, britannica.com

Indigenous Status—Brooks Robinson*

“Indigenous Status” conveys a special status for communities, peoples, and nations that have a historical continuity with territories on a pre-invasion and pre-colonial basis. The “indigenous” can consider themselves distinct from other sectors of a society that have subsequently formed and that may now be prevailing in the territories (Cabo,1986: para.379).

Nation within a Nation—Laurence Tunsill

As we struggle and strategize to forge a path to liberation, I see it as healthy and helpful to explore the differing ideas that may be expressed. Recognizing the rising tide of anti-Blackness that is taking place here in this country and across the globe, and understanding the existential threat that it portends, a sense of urgency should accompany any action that we as a collective decide upon.

The goal of establishing a “nation within a nation” (NWN) must, of necessity be our focus at this hour. Recognizing that there are at least two schools of thought when referencing a NWN, (**nation state formation** and **uniting, thriving, and gaining power where we are**) my definition refers to the latter. So, what does a NWN look like? Let’s take a look. We become the shopkeepers, the builders, the physicians, the lawyers, the engineers, mechanics, and etc. in service to our people. We will have Black business districts everywhere (Stonecrest, GA. is a great example). Subsequent generations’ numbers will see a marked increase in the most technologically advanced fields. We will tirelessly inculcate in our people that the source of our strength is in our solidarity. As we become producers of more of the goods and services that we consume, we also gain economic and political **power**. Building our own much needed institutions can become a reality. We will have the ability to reward our friends and punish our enemies! Our world view will be arrived at from a position of strength and confidence, as opposed to our present condition.

As we all can agree, “everything starts in the mind!” Therefore, we will design a plan to reach every Black household with the kind of Afrikan-centered content that will inform their view of the world (especially the children). So, as we continue to toil inside a flawed system, we take bold steps in avoiding the most pernicious aspects of westernized capitalism. Engage, where feasible, in our ancient system of communalism. With the **power** we gain inside of a NWN, we also gain the liberty to create. For instance, we could call our Business Districts Alkebulan Market Places, or something of that nature that connotes that this is “Us!”

This is just a “trailer” or “snapshot” of what we can become when we create an NWN. We would do well to remember the ole axiom: “Keep your friends close, and your enemies closer.” Certainly, attaining the goals set out here has to be viewed, to a great degree, as liberation and self-determination.

Of course, there are other approaches to liberation, but it is my contention that given the horrendous mental and psychological condition that pervades our people, the goal of attaining a NWN will require a **laser focus** as well as possibly taking decades to achieve. So, as Booker T. Washington exhorted us to do over 100 years ago: “Cast down your bucket where you are.”

There can be no debate as to where we are situated in this land mass known as America, and indeed, around the world. We exist, for all practical purposes, separate and apart from white people and others. That does not mean that we do not interact with others on some levels, but what it does mean is that there is absolutely no meeting of the minds with those outside our race. In actuality, we have always been a “nation within nation” involuntarily. Not in the accepted legal definition, but for purposes that are critical to our struggle. Therefore, we must see ourselves as members of the **Black nation**, wherever we are physically/ geographically located.

Our goal at this juncture must be to become **one**: Philosophically, economically, aspirationally, culturally, spiritually, and how we “feel.” If we are wise, the recent massacre in Buffalo should be seen as an ominous signal that we must knit together, fast!! Nation formation and ethno-aggregation (creating deliberate enclaves) is the only sane approach. The healing that must take place should be at the top of our agenda, a robust and sustainable economic model is required, and the re-socialization of our people, are just a few of the initiatives that are indispensable and un-

debatable. Our **internal nation** will be undergirded by our spiritual connectedness, owing to our common origin and descent, culture, history, dialect, music, dress, a common antagonist, and all the things that make us who we are. This, plus the victories that we achieve **together** will be the cement that holds us together, hopefully in perpetuity.

New Afrikans—Asinia Lukata Chikuyu

Any Person of Afrikan Descent (PAD) is entitled to acquire citizenship in the Republic of New Afrika by a simple declaration of Republic of New Afrika citizenship, made before an official of the Government on a form prescribed by the President and executed, with signature, by the person declaring Republic of New Afrika citizenship.

Notwithstanding the entitlement of all PADs, the right of any person to deny expressly or renounce his/her citizenship shall not be abridged.

Self-Determination in the Twin Covenants—Brooks Robinson*

“Self Determination” is defined and codified under twin United Nations’ covenants:

- The International Covenant on Civil and Political Rights (ICCPR)
- The International Covenant on Economic, Social, and Cultural Rights (ICESCR)

Article 1 of both the ICCPR and the ICESCR state: “All people have the right to self-determination. By virtue of that right, they freely determine their political status and freely pursue their economic, social, and cultural development.

Relatedly and importantly, the ICCPR recognizes the right to popular participation in the individual right to freely participate in political affairs following the exercise of self-determination (see Article 25).

Self-Sufficiency and Self Reliance—Laurence Tunsill and Lindsey “Rob” Robinson

Laurence Tunsill

So, let’s talk about **self-reliance**. Much of the definition is embodied in the “Nation within a Nation” concept. Of course, as an individual, one could **rely** on one’s own ability to dig his own well, grow his own food, build his dwelling place, make his own clothes, etc. In our case, as a collective, we engage in all of the same task mentioned, but for the benefit of the group, as opposed to **relying** on some outside, non-Black entity for our subsistence. **Self-reliance**, for our purposes, cannot be separated from **interdependency** in that it becomes just another empty platitude absent cooperation, collaboration, and trust in each other.

There is no indication that there is now, nor any time in the foreseeable future, any diminution of the barbarous opposition and anti-Blackness that is ingrained in the European ethos. But we will “blunt” its effect with the **power** we gain as we become a functioning “Nation within a Nation.”

Lindsey “Rob” Robinson

What is the best possible meaning for the terms, self-reliant and self-sufficient as we develop a long-range plan focused on the uplift of Black folk in America?

We should start with a declaration of what these terms do not mean.

In a world grossly and infinitely interconnected, self-reliance or self-sufficiency is a nominal concept and likely unachievable in this very real world. Still, we must consider these terms at the micro or individual level as well as the macro or collective level.

Something like one hundred and twenty years ago the move from agrarian to an industrialized economy was in its beginning stages. We are now far into what some have called the fourth wave. In this country we have evolved from the assembly line to online with a greater number of workers now reporting to work by going from their bedroom to their kitchen table. That trend accelerated with the onset of COVID-19 pandemic. The transition to the digitized economy and beyond is a highly complex movement and the ability of any one person to exist in a self-sufficient way has been irretrievably lost.

No nation is capable of being self-sufficient in this 21st century. American political propaganda targeting American consumers and encouraging them to buy American or suggesting that we should buy products made in the USA is merely hype intended for political effect. Sloganeering does not produce self-sufficiency or self-reliance. But while self-sufficiency and self-reliance are archaic, arcane terms and concepts that do not match-up to the real world, Black Americans can gain from a shift to an invigorating sense of mutual support.

Black people in America should seek to find the highest form of mutual support with the common denominator being our common descent from those Afrikan people brought here as prisoners, treated as free labor—forced labor. **In the economic realm, Black folk will learn to be mutually supportive: Providing jobs for each other, providing services for each other, and making and selling things to each other with the clear aim of circulating dollars inside that community trapping those dollars and not allowing them to move outside our mutually supportive system.**

We have an obligation to future Americans to push forward away from misguided instincts seeking to find a world of self-reliance or self-sufficiency to a world where we build the maximum economic force on mutual support of, for, and by Afrikan descendant people, formerly and undeservedly marked as second-class citizens.

I have been in hundreds of churches across America, and I have never seen a white pastor of a Black church. That reality can be repeated in all of the areas required by economic life in America.

We will be on our way to mutual support when:

A black primary care physician is there for every Black person who wants it. The increase from around 31,000 doubled to at least 62,000 physicians.

A Black attorney is available for every Black person suing in a civil lawsuit or as criminal defense.

A Black dentist is available for every Black person needing dental care. Every person needs dental care.

Black architects design buildings desired by Black folks including churches, schools, offices, manufacturing sites, homes, and apartments. Black people will hire Black architects to design open spaces such as parks and recreational areas and amusement parks.

There will be almost four million teachers in the United States by the end of this decade. By 2031 Black people need to insist that 40% of these teachers are Black men and women. Of the three and a half million teachers expected to be teaching public school **in 2031, we need to aim for 700,000 Black male teachers** and specifically teachers of subjects other than physical education and as coaches of athletic teams. Further, Black male teachers should hold teaching positions and be teachers at every level between kindergarten and advance placement high school. They will be teachers in representative numbers of physics, geometry, calculus, chemistry, biology. They will be teachers of foreign languages including Spanish, French and Swahili.

There are just 65,000 Black male teachers for 7.4 million Black students in America. Many—probably most—Black students are going through high school never attending a single class taught by a Black man.

Mutually supportive is a pathway for Black people to a kind of collective self-reliance and collective self-sufficiency in the modern 21st century. This concept demands we buy and sell real estate using black real estate brokers and agents, use Black attorneys to document the transactions, and black money lenders to execute the mortgage or pay in cash.

Mutually supportive demands that Black people complete tax forms and Black accountants compute tax liabilities. That Black plumbers unstop every sewerage line in every Black household. That HVAC repairmen and women repair any air conditioning unit needing repair in all Black households. It says the Black women who have slipped over to white hair salons get back to the Black-owned and operated hair salons. Mutual support mandates every black homegoing goes to a Black funeral director and that no white embalmer makes a dollar off Black folk, and that Black funeral director gets her hair done by a black hair stylist. It means that a meat market in St Petersburg, Florida in the Southside is owned by Black people who live in that neighborhood not an Indian from Pakistani.

Sovereignty—Sababu Shabaka

One definition found in Webster defines **Sovereignty** as **dominant power or supreme authority**. Later, it goes on to provide examples, such as monarchies, or democracies. However, the term or thinking might have more meaning to the intellectuals or thinkers of a group, who find themselves or their group dominated by another group that is either physically, culturally, linguistically, or ideologically different than their own. In a Marxist sense, one could describe such differences as limiting the access to the productive forces and capacity to acquire resources necessary to sustain life of the group, society, nation, etc., as compared to members of the dominating group, or culturally, the manner in which a group, society, or nation produces for itself. Consequently, the intellectuals or thinkers of the affected group, society, or nation, might feel a need to remove such restrictions to life sustaining resources and change the power relationship, while setting up mechanisms of governance to develop the infrastructure and superstructure to successfully repel any attempts to subjugation by any outside force in the future.

Trust—Brooks Robinson

Trust is a conditioned emotional and/or physical behavioral response that develops/forms when expectations are met. The expectation may be generated nonverbally and/or verbally.

For example, an infant develops unconditional trust in parents when the latter never fail to satisfy the infant's physical expectation that nourishment will arrive to satisfy hunger. The infant is dependent on the parents, and the infant will trust parents as long as they are dependable in meeting needs. Another element of the trust equation is provision of safe places/spaces. Parents who provide safe places/spaces in which trust building occurs are likely to build stronger bonds of trust than they would otherwise. Building on that physically based trust, once parents and the child can communicate verbally, if expectations that are established verbally are met by parents reliably, then the child's trust in parents builds further.

However, each time parents fail to meet reliably a physical or verbal expectation that has been established with the child, the child's trust in the parents is likely to diminish.

If there are enough failures by parents (i.e., they are not reliable) to meet physical or verbal expectations that were established with the child, then the child's trust in parents can dissipate to the point of near nonexistence.

However, if a significant amount of trust is formed early between parents and a child, then a complete absence of trust by the child for parents will be rare because the memory of trust that was established between parents and the child early on is imprinted solidly/deeply and it is difficult to erase completely.

It is important to keep in mind that trust can also be established through clear and complete communication, especially communication of information about our general conditions. For example, if parties are engaged in a trust-needing relationship, then it is critical for these parties to

be fully aware of the conditions that each party confronts. Therefore, when there is a failure by one or more parties to be reliable (i.e., they fail to meet expectations, which is trust-busting), such a failure can be interpreted in the context of knowledge about the conditions that may have caused the failure. When communications between parties is thorough, then stumbles or failures to be reliable (trustworthy) should not cause a severe loss of trust; especially if quick action is taken to restore trust. Also, other types of communications can be trust enhancing. For example, expressions of mutual appreciation and respect can generate feelings of connectedness, which helps to build trust.

Trust is relevant for all aspects of Black American development because many events that have transpired historically in the US within Black families, between Black individuals, and within areas of influence (communities) have been trust busting.¹

Many of these trust-busting events have been purposely engineered against Black Americans by Europeans to create distrust. Europeans understand that if Black Americans do not trust each other, then they will never form strong enough trust bonds to unify and rise to throw off oppression and seize liberty.

At the same time, Europeans have positioned themselves persistently as trustworthy agents for Blacks. For example, when Europeans engineer trust-busting events among Black Americans, they engender crises. When these crises peak, Europeans step in and act to resolve the crises; thus, rendering themselves as “trustworthy” agents for Black Americans. Consequently, Europeans’ “trustworthiness” serves as another reason why Black Americans lean toward distrust of each other knowing that they can ultimately rely on Europeans in crises times.

Our challenge is to rebuild trust between Black families, individuals, and within areas of influence. This can be achieved using a three-pronged strategy:

1. Black Americans must consciously, vigorously, and persistently teach the facts about trust that are discussed herein as an antidote to efforts by the European to impose trust-busting events in our lives and create crises. In other words, until we can gain greater control over our lives, we should teach each other to expect crises, and agree to pledge to remain trusting of each other during these crises—not turning so quickly to Europeans for a resolution of crises. This strategy will serve as a type of inoculation against distrust.
2. Black Americans must, one event and one day at a time, practice trust building behavior; being certain to establish nonverbal and verbal expectations (commitments) that can be fulfilled. If we are careful about establishing and fulfilling expectations with each other and do this persistently for an extended period, then trust will form naturally. As already noted, clear and complete communications is an important element of this strategy.
3. If/When expectations are not met by a party, then that party should go to the party whose expectations were dashed and explain why the breach of trust occurred, and then renew the pledge to be trustworthy.

As you know, the trust issues that Black Americans experience today with each other and with other Black and Brown people from around the world is not by accident. This distrusting condition

has taken centuries to implant. Logic, then, tells us that it will not be unearthed overnight. However, we can speed up the process of renewing our trust by practicing the three strategies mentioned above, and by developing other strategies that will bring us back into a trusting state.

Comment from Laurence Tunsill

In order to carve out a space for trust among our people to germinate, we must erect “guardrails” that can serve the purpose of articulating, mitigating, and alerting our people to the “dirty tricks” that the “wicked ones” devise and employ to keep us at each other’s throats. SANKOFA REVOLUTIONARY RADIO (SRR) is one such instrument that can help to blunt the evildoer’s efforts to confuse and misdirect. Together we will develop creative ways to expand our reach. Arming our people with the kind of information that SRR imparts every day all day can greatly enhance our efforts at mutual trust. Embrace of one’s Afrikaness is one “barometer” I use in assessing one’s potential trustworthiness.

As initiatives established through this LTSP are successful, it would seem only natural that the trust of our people will start to increase as we continue to build our “Black Nation.” We should not forget that it has taken hundreds of years to arrive at this juncture, so, of course, it will require some time to extricate ourselves from the clutches of the wicked.

*--These glossary entries were written or informed, in whole or in part, by LTSP Panelists who requested that their contributions to this publication not be identified.

¹ These trust-busting events include, but are not limited to: (1) Allowing a Black mother to nourish her child immediately after birth, but then making it impossible for her to maintain this relationship for a long duration because she is called back to work; (2) Allowing Black men and women to form families and bonds, but later breaking up that family by selling members during the *antebellum* period or by making away-from-home work assignments in the *postbellum* period; (3) Black men pledging to protect family or area of influence members physically, but being unable to do so when confronted with the power of the KKK or police; (4) Black men and women, family members, or individuals pledging material or financial benefits to each other, but being unable to keep those pledges when they experience hard times because they are not fully in control of their material or financial lives.

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