



A National, Target-Date Covenant Movement and Program for
Transformation and Ascendance
in and of the African-American Community



Is my mind up to this task or not? If it is, I shall use it to do the work as one would a tool supplied by nature. If not, I will leave the job to someone better able to accomplish it, or if that is not possible, I will do it as best I can with the help of someone who, with my guidance and support, can complete a timely and useful work for the community. But in whatever I do, whether on my own or with someone else, my one objective will be this and only this: to benefit and live in harmony with the community.

- *Marcus Aurelius, 121 – 180*



1. The Need

The need for a coordinated, holistic, national program for black ascendance and transformation is obvious. On far too many scales of achievement, success, excellence and well-being, African-Americans fare poorly – often very poorly. Despite affirmative action and other initiatives and despite the phenomenal work of many organizations African-Americans are stagnating and even, by some measures, losing ground. It has or should have been clear for some time that if this is not reversed many will be locked into a long-term underclass, with patterns of failure passed on intergenerationally, with no end in sight.



2. The Problems



Single Parent Households

African Americans: 67 Percent

Whites: 25 Percent

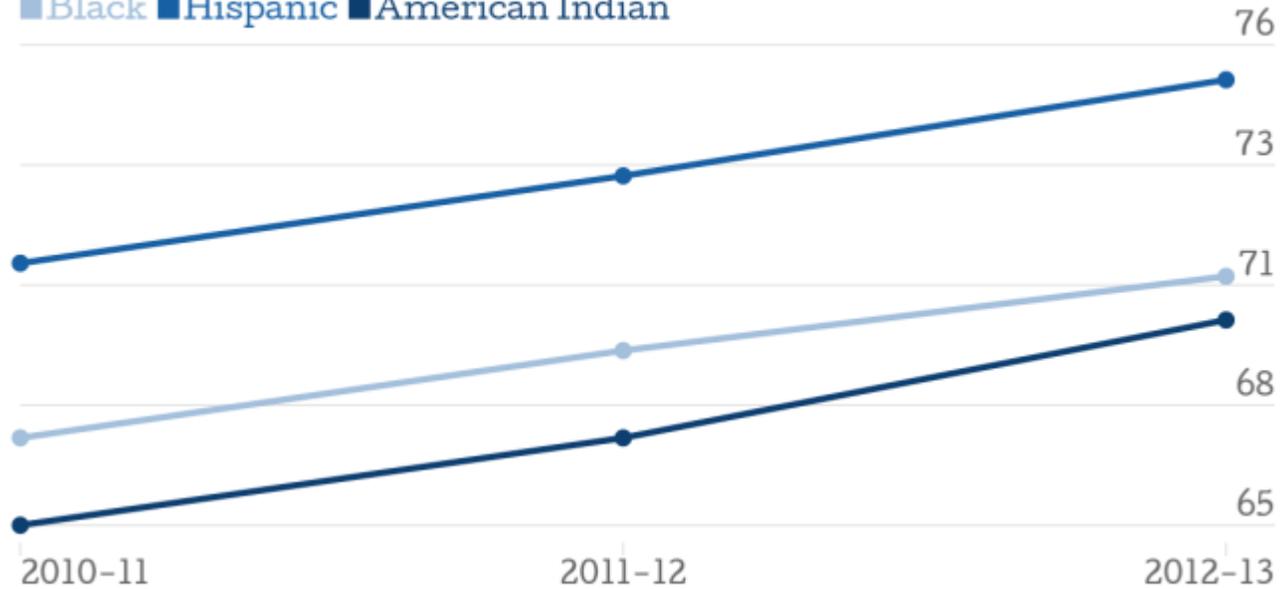


High School Graduation Rates

Getting Better, but the achievement gap remains . . .

Graduation Rates by Race, Ethnicity

■ Black ■ Hispanic ■ American Indian



USNews

Allie Bidwell for USN&WR; Source: U.S. Department of Education



That said, the national graduation rate for black males is still only

59 Percent



Missing Fathers- Missing Men

“In New York, almost 120,000 black men between the ages of 25 and 54 are missing from everyday life. In Chicago, 45,000 are, and more than 30,000 are missing in Philadelphia. Across the South — from North Charleston, S.C., through Georgia, Alabama and Mississippi and up into Ferguson, Mo. — hundreds of thousands more are missing.

They are missing, largely because of early deaths or because they are behind bars. Remarkably, black women who are 25 to 54 and not in jail outnumber black men in that category by 1.5 million, according to an [Upshot analysis](#). For every 100 black women in this age group living outside of jail, there are only 83 black men. Among whites, the equivalent number is 99, nearly parity.

African-American men have long been more likely to be locked up and more likely to die young, but the scale of the combined toll is nonetheless jarring. It is a measure of the deep disparities that continue to afflict black men — disparities being debated after a recent spate of killings by the police — and the gender gap is itself a further cause of social ills, leaving many communities without enough men to be fathers and husbands.

Perhaps the starkest description of the situation is this: More than one out of every six black men who today should be between 25 and 54 years old have disappeared from daily life.

“The numbers are staggering,” said [Becky Pettit](#), a professor of sociology at the University of Texas.

Source: “1.5 Million Missing Black Men,” *The New York Times*, April 20, 2015

Counterpoint?: “The New York Times has documented the “disappearance” of black men for the past decades through mass incarceration and death, but brings no solutions to the discussion.” – The Root, April 27, 2015



College Graduation Rates

More Hispanics, blacks enrolling in college, but lag in bachelor's degrees

“While Hispanics are the most pronounced demographic story [showing significant progress in college enrollment], the education data show different trends for other race and ethnic groups on college campuses. Like Hispanics, blacks are underrepresented among those with bachelor's degrees. In 2012, blacks made up 14% of college-aged students (ages 18 to 24), yet just 9% of bachelor's degrees earned by young adults.

By contrast, whites and Asians are overrepresented among young bachelor's degree holders. Whites make up a smaller proportion of students on campus today than they did 20 years ago, when three out of every four students on a college campus was white. In 2012, whites accounted for 58% of college-aged students, but 69% of young adults with bachelor's degrees. Like whites, the data show that a high percentage of Asians complete four-year degrees. In 2012, Asians accounted for 7% of college-aged students but 11% of bachelor's degrees earned.”

Source: “More Hispanics, blacks enrolling in college, but lag in bachelor's degrees,” Pew Research Center, April 14, 2014, at <http://www.pewresearch.org/fact-tank/2014/04/24/more-hispanics-blacks-enrolling-in-college-but-lag-in-bachelors-degrees/>



Child Poverty

“While the figures indicate that indeed more white children are poor [in terms of absolute numbers], they also show . . . that higher percentages of minorities live in poor families:

10% of white children (4.2 million). In the 10 most populated states, rates of child poverty among white children range from 7% in Texas to 12% in Michigan.

27% of Latino children (4 million). In the 10 most populated states, rates of child poverty among Latino children range from 19% in Florida to 35% in Pennsylvania.

33% of black children (3.6 million). In the 10 most populated states, rates of child poverty among black children range from 29% in California and Florida to 47% in Ohio.

12% of Asian children (400,000) and 40% of American Indian (200,000) Comparable state comparisons are not possible due to small sample sizes.”

Source: National Center for Children in Poverty, Mailman School of Public Health, Columbia University, at http://www.nccp.org/media/releases/release_34.html



Adult Unemployment

As of May 2015

General Unemployment Rate, 5.5 percent

For Blacks, 10.2 percent

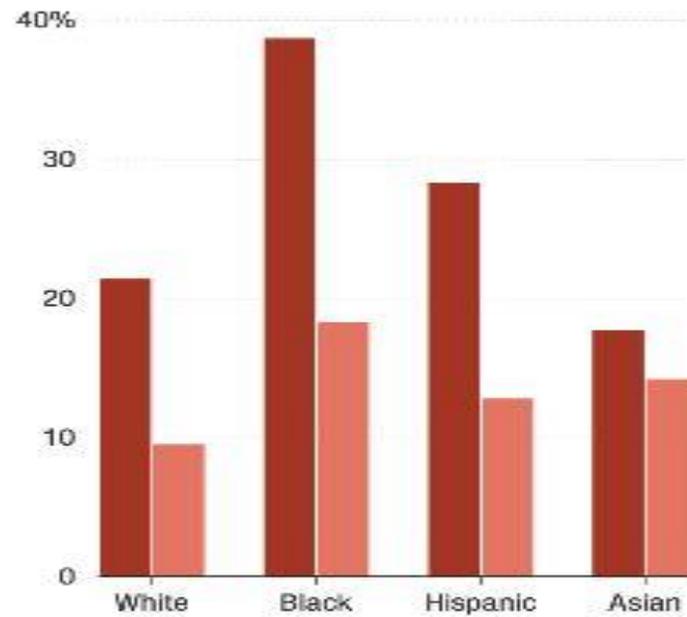
Source: Bureau of Labor Statistics



Youth Unemployment

Youth Unemployment By Race (June 2014)

■ Age 16 to 19 ■ Age 20 to 24



Notes

BLS treats Hispanic origin as an ethnicity rather than as a race. There may be overlap between figures for white and Hispanic workers, and for black and Hispanic workers.

Source: Bureau of Labor Statistics

Credit: NPR

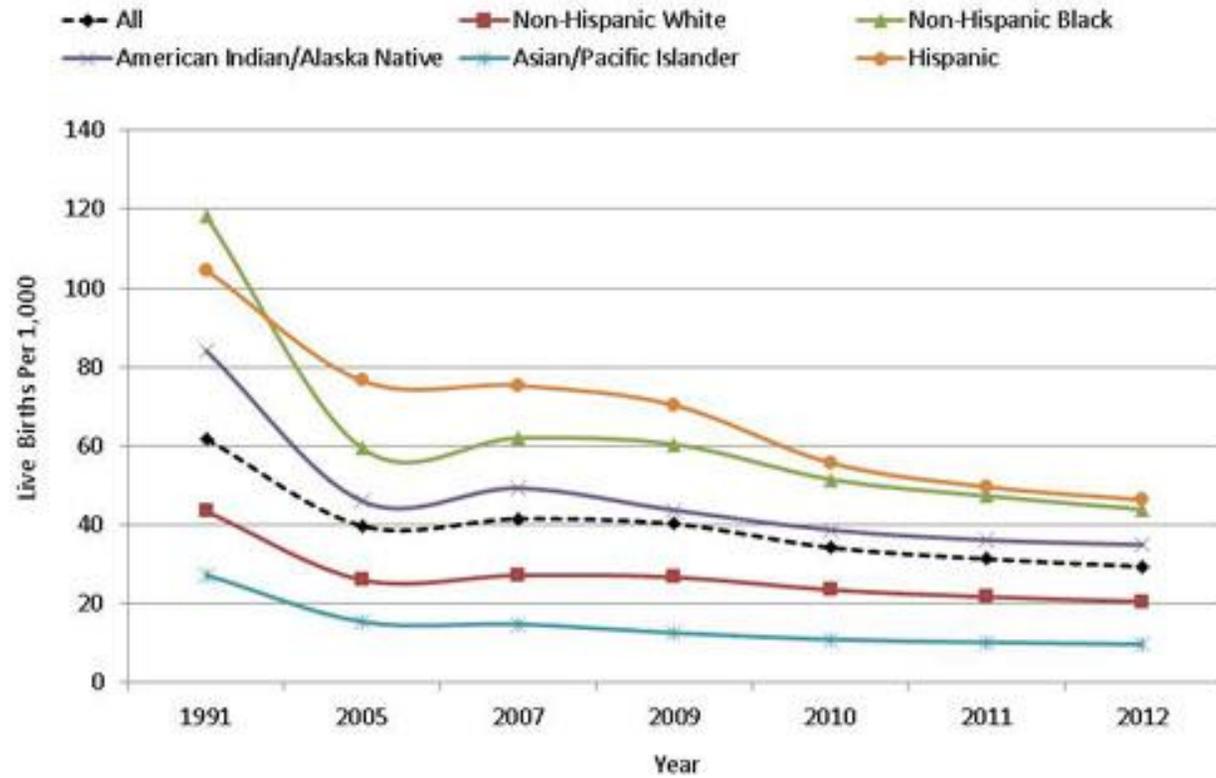


Teen Pregnancy

“But [the] teen pregnancy rate among African-American and Hispanic teen girls, ages 15 to 19, **was over two and a half times higher** than the teen pregnancy rate among white teen girls of the same age group.

True, the rates are going down. That’s the good news, but in 2012 a total of 305,388 babies were born to women aged 15–19 years, for a live birth rate of 29.4 per 1,000 women in this age group.¹ This is a record low for U.S. teens in this age group, and a drop of 6% from 2011. Birth rates fell 8% for women aged 15–17 years, and 5% for women aged 18–19 years. While reasons for the declines are not clear, teens seem to be less sexually active, and more of those who are sexually active seem to be using birth control than in previous years. But teen pregnancy rate among African-American teen girls, ages 15 to 19, remains about two and a half times higher than the teen pregnancy rate among white teen girls of the same age group.

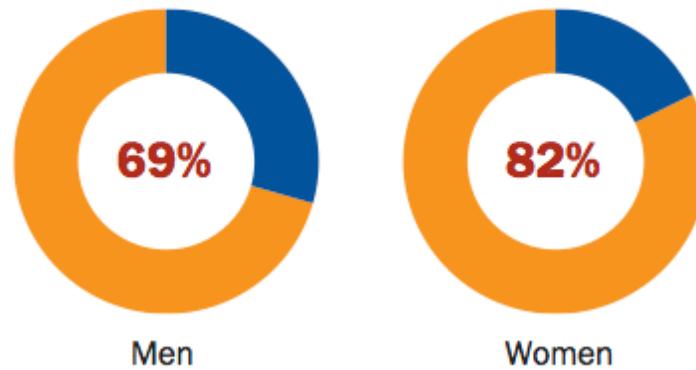
Sources: CDC, www.DoSomething.org





Obesity

African American Obesity or Overweight



Source: StateofObesity.org



Representation in Corporate Structures

According to a report from the *Alliance of Board Diversity*, in 2012, **white men held 75% of board seats** on the 500 largest publicly traded companies, versus **5.5% for African American men** and **1.9% for African American women**.

“Black women who are ready to lead—whose qualifications, track record, drive, and commitment make them ideal candidates for executive roles—stick firmly to the marzipan layer, in sight of the C-suite, but seemingly not in the sights of those who occupy it,” say the authors, Sylvia Ann Hewlett, founder/CEO of the Center for Talent Innovation, and Tai Green, the organization’s Vice President of Communications.

Only 5% of managerial and professional positions are held by African-American women.

Despite the diversity efforts made in the last years, Blacks remain in lower-level positions in the workplace. Whites held 78.3% of all management, professional and related occupations while only 8.3% were held by African-Americans. 91.1% of all corporate officers were white as opposed to 2.6% African-American. By the same token, the U.S. Equal Employment Opportunity Commission found that 29,627 Blacks were executive/senior level officials and managers out of a total workforce of 50,632,556 in 2008. Yet, 326,438 were considered first/mid-level officials and managers.

Source: http://www.blackcareerzone.com/statistics_on_blacks_in_the_workplace.htm



Incarceration

Nationally, according to the U.S. Census, Blacks are incarcerated five times more than Whites are, and Hispanics are nearly twice as likely to be incarcerated as Whites:

The racial and ethnic make-up of incarcerated populations is dramatically different from that of the U.S. as a whole.²

Race/Ethnicity	% of US population	% of U.S. incarcerated population	National incarceration rate (per 100,000)
White (non-Hispanic)	64%	39%	450 per 100,000
Hispanic	16%	19%	831 per 100,000
Black	13%	40%	2,306 per 100,000

Social science research has time and again come to the robust conclusion that exposure to the criminal justice system has profound and intergenerational negative effects on communities that experience disproportionate incarceration rates.



AIDS-HIV

- African Americans are the racial/ethnic group most affected by HIV.
- The rate of new HIV infection in African Americans is 8 times that of whites based on population size.
- Gay and bisexual men account for most new infections among African Americans; young gay and bisexual men aged 13 to 24 are the most affected of this group.

Source: Centers for Disease Control



Disease Disparities

Diabetes is 60% more common in black Americans than in white Americans. Blacks are up to 2.5 times more likely to suffer a limb amputation and up to 5.6 times more likely to suffer kidney disease than other people with diabetes.

African-Americans are three times more likely to die of asthma than white Americans.

Deaths from lung scarring -- sarcoidosis -- are 16 times more common among blacks than among whites.

Despite lower tobacco exposure, black men are 50% more likely than white men to get lung cancer.

Strokes kill 4 times more 35- to 54-year-old black Americans than white Americans. Blacks have nearly twice the first-time stroke risk of whites.

Blacks develop high blood pressure earlier in life -- and with much higher blood pressure levels -- than whites. Nearly 42% of black men and more than 45% of black women aged 20 and older have high blood pressure.

Cancer treatment is equally successful for all races. Yet black men have a 40% higher cancer death rate than white men. African-American women have a 20% higher cancer death rate than white women.

Source: WebMD.com



Health Care Disparities

Health Insurance Disparities: Historically, Blacks and Hispanics have had higher rates of uninsurance than Whites. During the first half of 2014, the percentage of adults ages 18-64 without health insurance decreased more quickly among Blacks and Hispanics than Whites [due to Obamacare], but differences in uninsurance rates between groups remained.

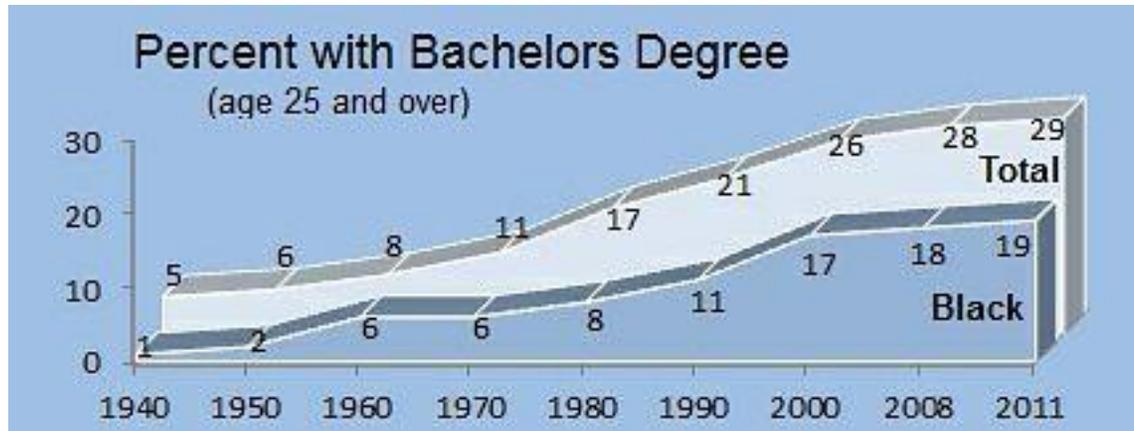
Access Disparities: In 2012, disparities were observed across a broad spectrum of access measures. People in poor households experienced the largest number of disparities, followed by Hispanics and Blacks.

Quality Disparities: Blacks received worse care than Whites for about one-third of quality measures.



Graduate Degrees Conferred

A ten percentage point gap . . .





Representation in Technology (STEM) Fields

Of all Black first-time enrollees in graduate programs in **2013**, 25 percent were seeking degrees in the field of education. Only **9 percent** were enrolled in graduate programs in the natural sciences or engineering. For Whites, 17 percent of first-time graduate students were enrolled in science or engineering degree programs.

According to the annual Survey of Earned Doctorates from the National Science Foundation, in **2013**, **1,806** doctoral degrees were awarded in the fields of wildlife/range management, zoology, astronomy, geochemistry, geomorphology, paleontology, oceanography, ocean and marine science, applied physics, atomic physics, plasma/fusion physics, nuclear engineering, Spanish, Asian history, Classics, archaeology, film studies, and music performance. **None** of the 1,806 doctoral degrees in these fields was awarded to an African American.

In 2012, there were **561,418** students enrolled in science and engineering graduate programs in the United States. Of these, **31,338**, or **5.6 percent** were Black. However, the National Science Foundation includes graduate students in psychology and the social sciences in this data. Blacks were 10.2 percent of all the graduate students in psychology and 10.4 percent of all graduate students in the social sciences. More than half of all Black graduate students counted by the National Science Foundation in the sciences and engineering were enrolled in either psychology or the social sciences.

However, in many other science-related fields, Blacks were **a small percentage** of the overall graduate student population. For example, Blacks were **4.2 percent** of all graduate students in computer science, **2.5 percent** in the physical sciences, **3.1 percent** in mathematics, **4.8 percent** in the biological sciences, and **2.6 percent** in engineering fields.

There were only **eight** Black students nationwide enrolled in graduate programs in astronomy, about **0.6 percent** of total enrollments in the field.

Source: Journal of Blacks in Higher Education



Literacy

In the world of Facebook, Twitter, Instagram and other quick strike information processes, why is there a definite lack of evidence of a steady upward progression of reading and writing skills among African American contributors?

Post-secondary education statistics continue to demonstrate that far too many African American students who finish high school do so as functional illiterates—that is, they cannot read and write at a basic level requisite for functional participation in modern life. . .

As of 2009, the Department of Education reported that literacy rates for more than **50 percent** of African American children in the fourth grade nationwide was below the basic skills level and far below average; **and by the ninth grade nationwide, the situation had gotten worse, with the rate dropping below 44 percent.**

Yes, there is still an unemployment crisis in the nation's Black communities, but what is feeding and ensuring the longevity of that crisis is the **ballooning illiteracy rate among Black youth and adults**. What happened to that post-antebellum slavery zeal that put educational attainment, including reading and writing skills, as the sustained priority for advancement in American society? How did we drop that ball? – Source: Ourweekly.com at <http://ourweekly.com/news/2013/oct/03/whats-african-american-literacy-rates/>



Continued from Previous Page>>

“Over the past few years, we have seen African Americans lose faith in the power of education to change their lives. The community is forced to waste too much energy and resources protesting ongoing social injustices as opposed to supporting education. In many cases, our public schools have started to take on so many social issues that teaching often becomes the last thing teachers get to do. We have to let them teach and make learning cool again. Another challenge facing African American literacy is the consumption of electronic media in its various forms. While our access to information has never been stronger, that access needs to have a purpose. Think about the number of young people that play video games like they were born to play them. How many of them get behind the software and go beyond simply being an end user? The current answer is not enough. Digital storytelling, such as what is available on YouTube and social media, can be a powerful tool. But we need to be aware of how we use these platforms.”

– Source: University of Minnesota, College of Education and Human Development. See more at:
<http://cehdvision2020.umn.edu/cehd-blog/african-american-literacy/#sthash.4nNJ4TBg.dpuf>



Cultural Literacy: Health Medical Literacy and Financial Literacy

Health Literacy

Cultural literacy is defined as an understanding of the values and views of those in other social classes and ethnic groups in the mosaic of cultures that exist in the United States^[2] Language differences often create huge barriers between patients and providers. In the NALS, African-Americans, Hispanic-Americans, American Indians, Alaskan Natives, and Asian-Pacific Islander adults were more likely than Caucasians to score in the lowest two literacy levels. – Source: http://www.medscape.com/viewarticle/432047_7

African Americans with low incomes and low literacy levels disproportionately suffer poor health outcomes from many preventable diseases. Low functional literacy and low health literacy impede millions of Americans from successfully accessing health information. These problems are compounded for African Americans by cultural insensitivity in health materials. Source: <http://www.jmir.org/6/3/e26>

Financial Literacy

When we look specifically at the status of African-Americans, the data indicates that the need for financial literacy is alarming. Many African-Americans generally lack a working knowledge of personal money management concepts. For example, many African-Americans experience the following: * Higher debt delinquencies than any other ethnic group, *Comparatively lower savings, *A lower homeownership rate (only **45 percent** own homes), * A greater incidence of home foreclosure than other ethnic group, * A greater incidence of predatory lending practices, *A greater incidence of higher cost auto/consumer loans. Based on data from a Federal Deposit Insurance Corporation survey, **55 percent** are unbanked or underbanked (i.e., they do not have bank account or do not have the appropriate bank account) -- **more than any other group**. And according to data from LendingPatterns.com, at the height of the subprime mortgage market, African-Americans had a greater share of such mortgage loans. – Source: Huffington Post, at http://www.huffingtonpost.com/theodore-r-daniels/financial-literacy_b_817848.html



Mental Illness

Although anyone can develop a mental health problem, African Americans sometimes experience more severe forms of mental health conditions due to unmet needs and other barriers. According to the Health and Human Services Office of Minority Health, African Americans are **20% more likely to experience serious mental health problems than the general population**. Common mental health disorders among African Americans include:

- Major depression
- Attention deficit hyperactivity disorder (ADHD)
- Suicide, among young African American men
- Posttraumatic stress disorder (PTSD), because African Americans are more likely to be victims of violent crime

African Americans are also more likely to experience certain factors that increase the risk for developing a mental health condition:

- **Homelessness.** People experiencing homelessness are at a greater risk of developing a mental health condition. African Americans make up 40% of the homeless population.
- **Exposure to violence.** Increases the risk of developing a mental health condition such as depression, anxiety and post-traumatic stress disorder. African American children are more likely to be exposed to violence than other children.

Source: National Alliance on Mental Illness. See more at: <https://www.nami.org/Find-Support/Diverse-Communities/African-Americans#sthash.8YodTRMY.dpuf>



Digital Divide

A study published Monday by the Pew Research Center found that a technological divide still exists between black and white Americans. Based on a survey of 6,010 American adults, with 664 who identified as African-American, only 80 percent of black adults reported using the Internet regularly compared with 87 percent of white adults. When it came to having access to high-speed Internet, only 62 percent of African-Americans had a broadband connection at home compared with 74 percent of white Americans.

The study also found an even larger gap when looking at older African-Americans and black adults that did not attend college. Compared with white adults with a similar demographic profile, African-Americans in these subgroups are “significantly less likely to go online or to have broadband service at home.”

Just 45 percent of black seniors use the Internet and 30 percent have broadband at home. This is compared with 63 percent of white seniors using the Internet, and 51 percent having broadband.

On a positive note, the study found that mobile Internet access is more equivalent between black and white Americans. More African-American senior citizens own a cell phone than use the Internet. – Source: International Business Times / Pew. See <http://www.ibtimes.com/digital-divide-pew-study-finds-black-adults-have-less-internet-access-whites-1528638>



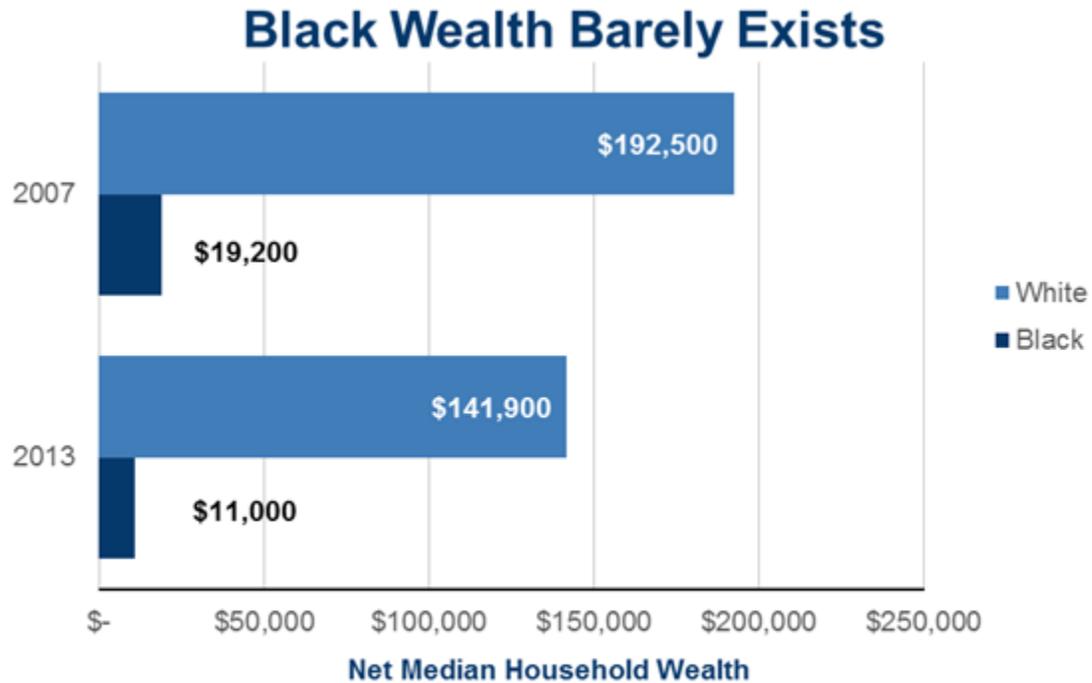
Food Deserts

Lower-incomes and poverty correlate strongly with an increase in obesity, since less nutritious, calorie-dense foods are often less expensive than healthier foods. African American families have earned \$1 for every \$2 earned by White families for the past 30 years. More than 38 percent of African American children under age 18 and 42.7 percent of children under age 5 live below the poverty line, and more than 12 percent of African American families live in deep poverty (at less than 50 percent of the federal poverty threshold). One in four African American families are food insecure (not having consistent access to adequate food due to lack of money or other resources), compared with 11 percent of White households. . . . Many African-Americans live in in food deserts or food "swamps" (where there is a glut of unhealthy fast food options) and if healthy food is available, it is usually not economical.

Source: StateofObesity.org



Household Wealth



Source: Pew Research Center, Analysis of Federal Reserve's Survey of Consumer Finances.

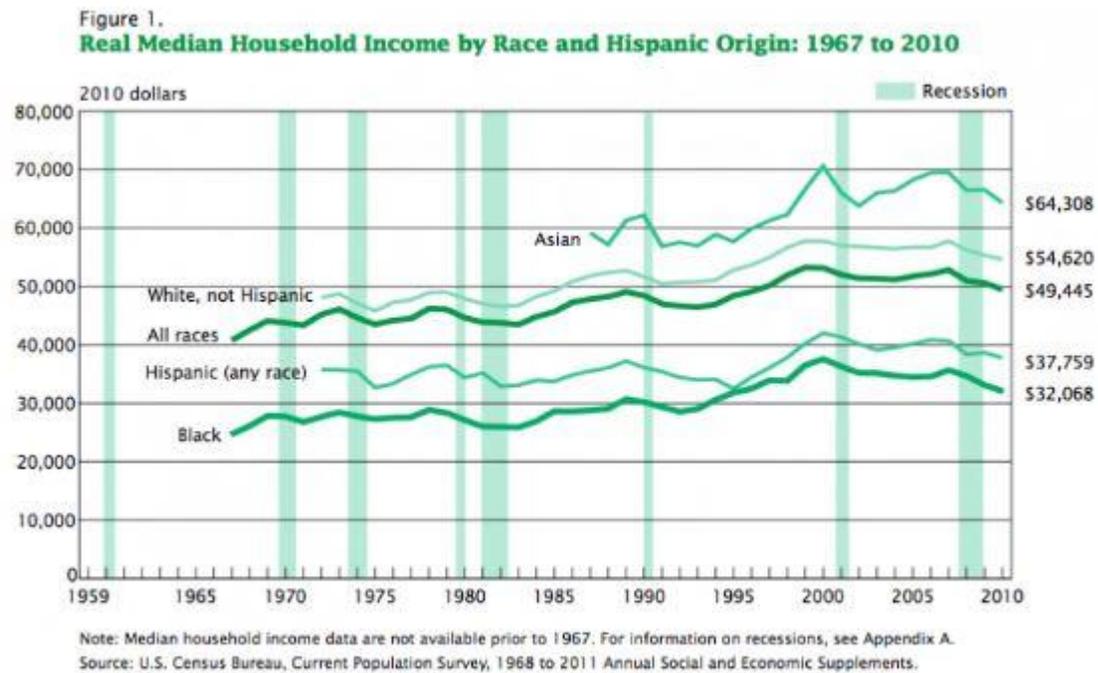
BROOKINGS



Income

“The gap in household income between blacks and whites hasn't narrowed in the last 50 years”

Washington Post, August 28, 2013

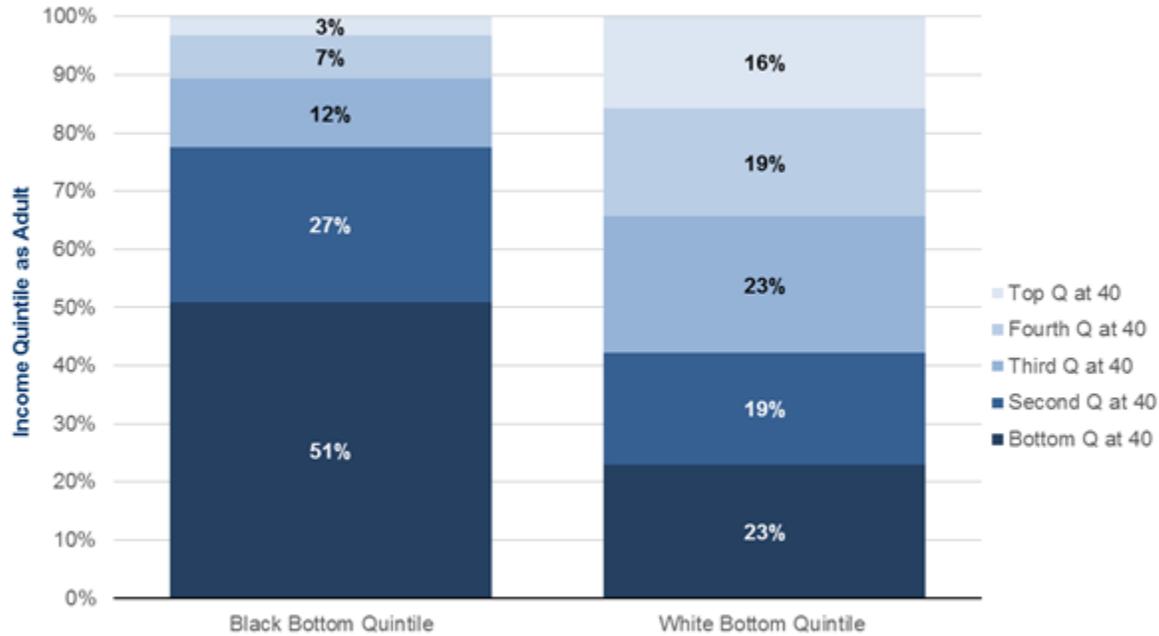




Social Mobility

Several Pages of Data Follow

Half of Black Americans Born Poor, Stay Poor

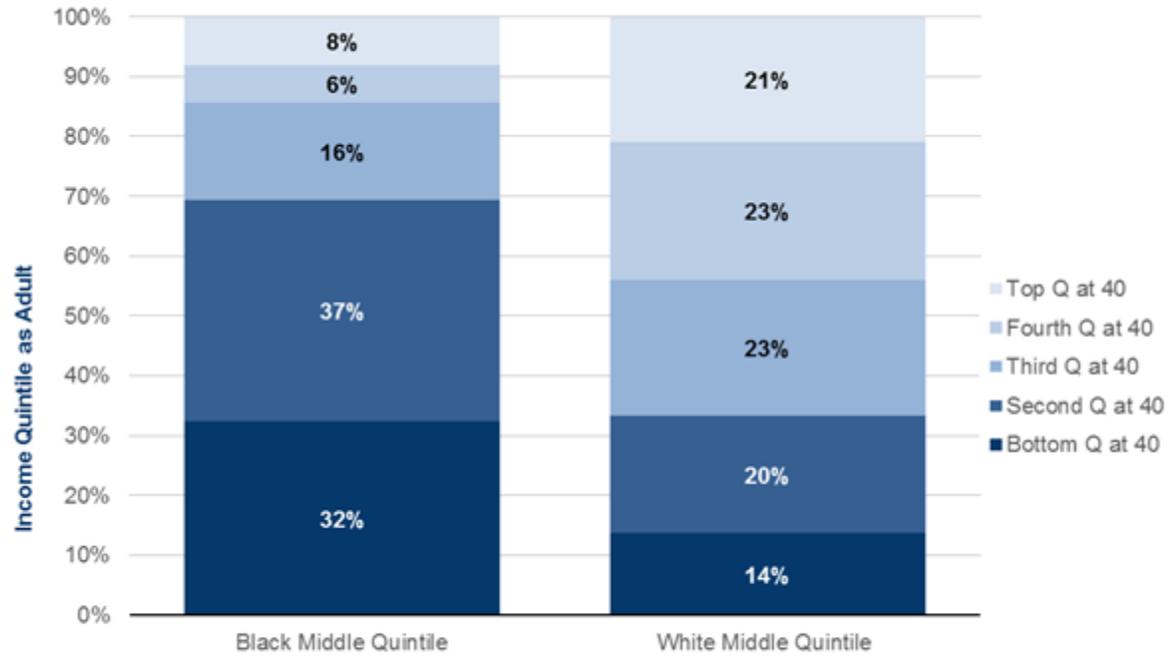


Source: Tabulations by Joanna Venator of Social Genome Model data, based on NLSY79 and 97 data

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Most Black Middle Class Kids Are Downwardly Mobile

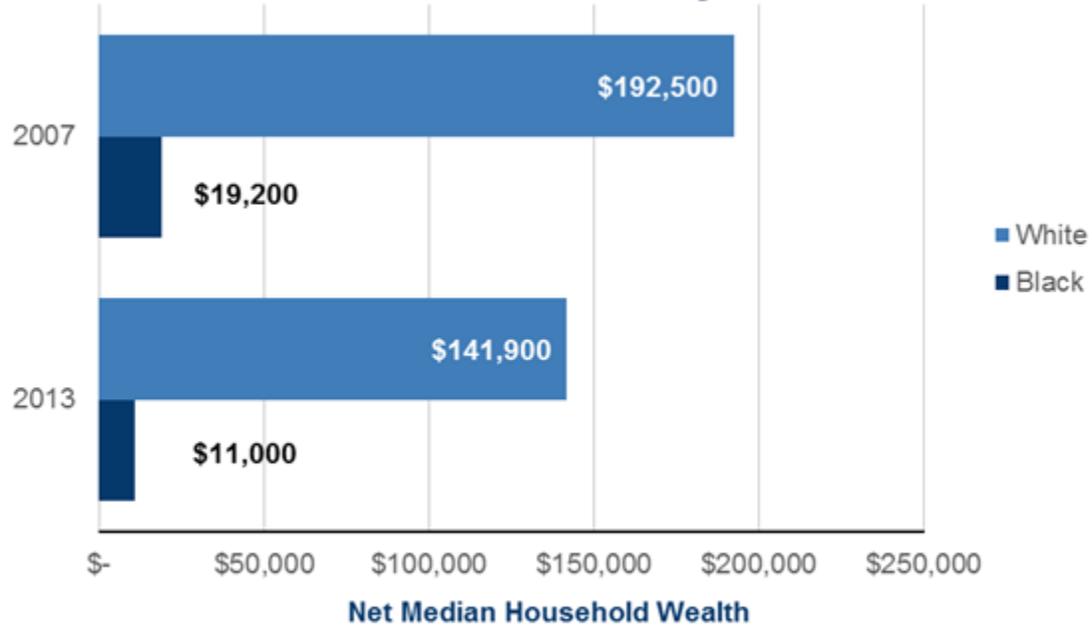


Source: Tabulations by Joanna Venator of Social Genome Model data, based on NLSY79 and 97 data

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Black Wealth Barely Exists

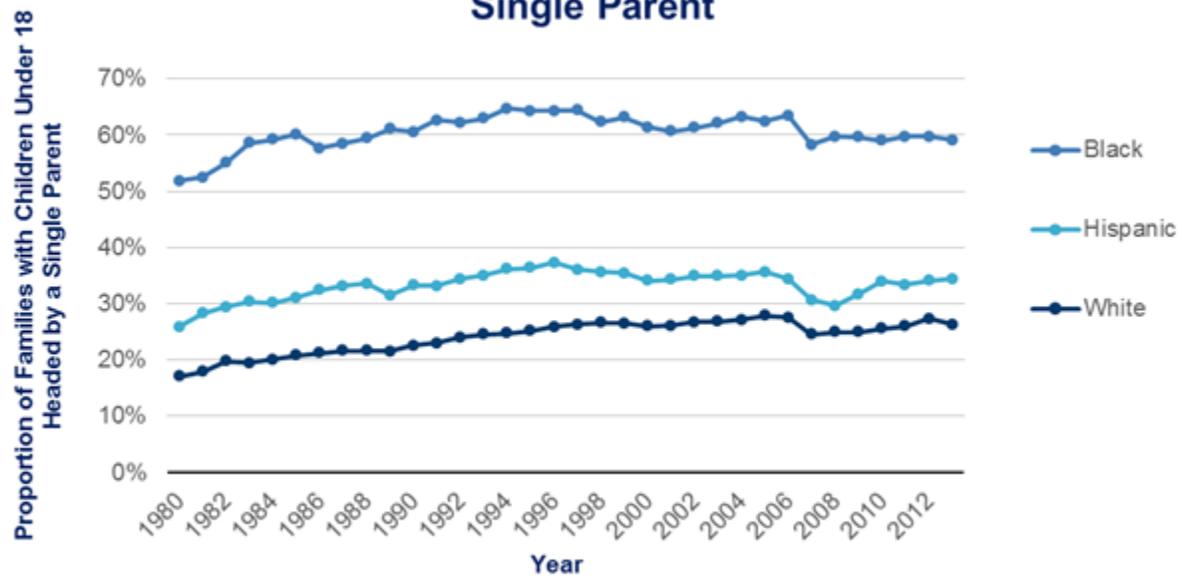


Source: Pew Research Center, Analysis of Federal Reserve's Survey of Consumer Finances.

BROOKINGS



Most Black Families with Children Headed by Single Parent

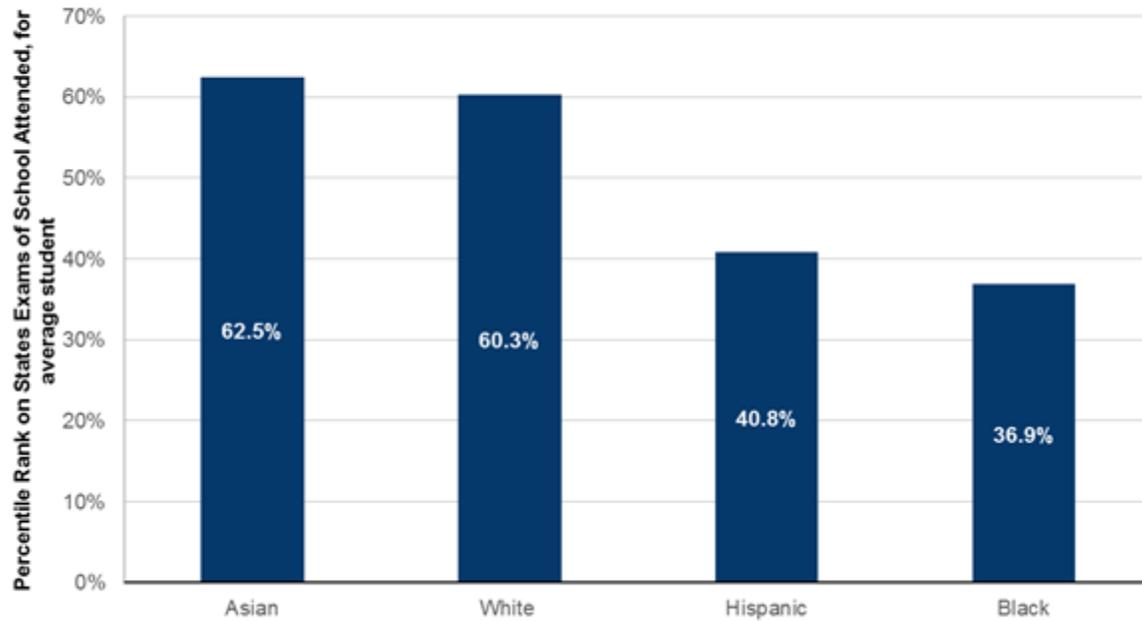


Source: US Census Bureau. (2014). Table FM-1. Families, by Presence of Own Children Under 18: 1950 to Present

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Black Students Attend Worse Schools



Source: Rothwell, "Housing Costs, Zoning, and Access to High-Scoring Schools", Brookings (2012); Analysis of data from GreatSchools and NCES

BROOKINGS

<http://www.brookings.edu/blogs/social-mobility-memos/posts/2015/01/15-mlk-black-opportunity-reeves>



Relationships: The Family

Black Poverty Rates

PERCENTAGE IN POVERTY	Blacks	all races
All families	24.2%	11.8%
With related children under 18 years	33.2%	18.8%
Married-couple family	8.4%	5.8%
With related children under 18 years	11.0%	8.7%
Female householder, no husband	38.8%	31.8%
With related children under 18 years	47.5%	41.5%
All people	28.1%	15.9%
Under 18 years	39.6%	22.6%
18 years and over	23.8%	13.9%
65 years and over	19.0%	9.5%

Source: U.S. Census Bureau 2012 ACS Report

BlackDemographics.com



Black on Black Violence

Blacks were victims of 7,999 homicides in 2005 and said that 93 percent were killed by people who shared their race. (Source: Bureau of Justice Statistics)

About 13 per cent of Americans are black, according to the latest estimates from the US Census Bureau.

According to the Bureau of Justice Statistics, black offenders committed 52 per cent of homicides recorded in the data between 1980 and 2008. By comparison, 45 per cent of the offenders were white.

TABLE 7
Homicide type, by race, 1980–2008

	Victims				Offenders			
	Total	White	Black	Other	Total	White	Black	Other
All homicides	100%	50.3%	47.4%	2.3%	100%	45.3%	52.5%	2.2%
Victim/offender relationship								

Blacks were disproportionately likely to commit homicide and to be the victims. In 2008 the offending rate for blacks was **seven times higher than for whites** and the victimization rate was **six times higher**.

93 per cent of black victims were killed by blacks and 84 per cent of white victims were killed by whites.



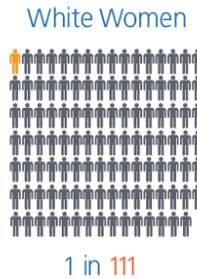
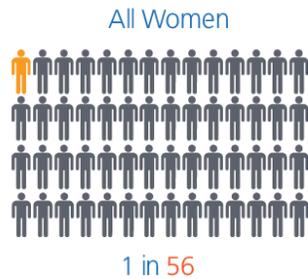
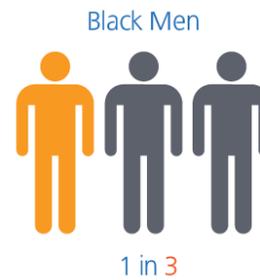
In 2013, the FBI has black criminals carrying out 38 per cent of murders, compared to 31.1 per cent for whites. The offender's race was "unknown" in 29.1 per cent of cases.

What about violent crime more generally? FBI arrest rates are one way into this. Over the last three years of data – 2011 to 2013 – 38.5 per cent of people arrested for murder, manslaughter, rape, robbery, and aggravated assault were black.

Note: Most crime, including violent crime, is committed interracially, and this applies to whites and blacks. Also, many argue that there is a strong correlation between crime, including violent crime, and poverty. But it is not clear that poverty alone (understood in terms of household wealth and income) accounts for the numbers.

Police Brutality, Criminal Justice System, and Political Neglect

Lifetime Likelihood of Imprisonment



Source: Bonczar, T. (2003). *Prevalence of Imprisonment in the U.S. Population, 1974-2001*. Washington, D.C.: Bureau of Justice Statistics.



After Baltimore And Ferguson, Major Momentum For Criminal Justice System Reform

Lawmakers working on fixes to the justice system say that unrest in places like Ferguson, Mo., and Baltimore is pushing them to act.

"The whole idea of a young man dying in police custody, the confrontations with police, the looting and burning of innocent minority owned businesses," Texas Republican Sen. John Cornyn said on the Senate floor this month.

"The question arises, what can we do?"

Source: The Sentencing Project, National Public Radio



3. The Reason for Papillon 2030

Without a doubt, all of this is the result of centuries of slavery, Jim Crow, racism, colorism, segregation, workforce discrimination, denial of credit, self-segregation (in a variety of ways) and personal and communal choices and habits of mind and action that have exacerbated negative trends and that have made normative those conditions and behaviors that are generally seen as odious and injurious.



4. Papillon Goals¹

Preparation of a general plan, to be implemented locally, to:

Close the unemployment gap, completely*

Halve the wealth gap*

Halve the number of single-parent households*

Halve the High School drop-out rate*

¹ An Asterisk * refers to a 2030 goal; a hashtag # indicates an immediate goal.



Triple the level of household savings*

Expunge felony convictions for re-entering citizens #

Halve Child Poverty*

Reduce Illiteracy to Zero*

Cut Obesity by Two-Thirds#

Universal Legal, Financial and Medical Literacy#

Triple STEM Degrees*



Triple Degrees (or fluency) in Foreign Languages,
Especially Mandarin and Spanish #

Triple Degrees in Humanities #

Eradicate Food Deserts #

Universal Access to Excellent Health Care #

Reduce Incarceration Rates by Two-Thirds #



Double The Number of Senior Corporate Executives and Directors #

Reduce the Number of New HIV Infections by 90 Percent*

Reduce Teen Pregnancy by 90 Percent #

Make Graduate Degrees Normative *

Triple the Representation in the Primary Trades *



Quadruple the Level of Entrepreneurship *

Quadruple the Number of Community-Owned Businesses *

Establish Legal *Offense* Fund/Funds: \$100 Million (Initially) #

Substantially Increase Litigiousness for Civil Rights Violations #

Establish New National Pro Bono Networks #

(Lawyers, Educators, "System Experts")

Return to Spiritual Values #

Quadruple Number of Highly Effective Mentors and Mentoring Programs #



ORGANIZATIONAL TASKS

Adoption of Papillon Covenant #

Establish Five Papillon Chapters in Every City #

A Network Leader for Each Chapter #

Branding and Membership #

Establish Legal *Offense* Fund/Funds: \$100 Million (Initially) #



Charter, Code of Ethics, Operations Manuals #

Papillon National Board #

Papillon Chapter Board #

Board Qualifications #

Officers #

Community Organizers and Educators #

Lobbying #

Social Messaging and Information Campaigns #



Papillon Youth Brigades #

Papillon Circle of Elders #

Financing: Direct Contributions, Crowdsourcing, Grants, Fundraisers #

Accountability and Transparency: National Oversight Board and Auditing #

Working Hand in Hand with Other Organizations #



Other Organizational Details

Establish Organization: Papillon 2030 LLC
(Initial Members, Initial Fundraising)

Appointment of Initial Officers

Announce Existence and Present General Plan

Press Releases and Social Media

Engage Legal Counsel

Raise First \$100,000
(Travel, Legal Fees, Printing and Postage, Web Site)



Preparation of Detailed Prospectus

Approaching Financiers and Leaders for Second Raise, Using Prospectus

Second Raise: \$1,000,000

Creation of Extensive Database of Pro Bono Providers

Create Membership Criteria

Create Program for Local Chapters

Establish Local Chapters

Transfer LLC Assets to New Tax Exempt Entity

Dissolve LLC



Register New Tax Exempt Entity as Lobbyist Organization

Establish Goal Groups/Divisions

Establish Monthly Reporting Template for Goal Groups

Commence Establishment of Legal Offense Fund via Crowdsourcing



Papillon 2030 Covenant Statement and Oath

I { _____ } recognize the fact that Africans in the United States, as elsewhere, have suffered a history of degradation, disrespect, marginalization, denial of opportunities of all kinds, and oppression, and that this has caused serious intergenerational damage and, in some cases, utter destruction in and of families, communities, and individual souls. I also recognize that such history has created behaviors and outcomes within the African American community itself that militate against its members achieving success, in the various ways that success may be understood. I have reviewed the data that show that in many respects African Americans are faring poorly at the present moment, in almost all measures of social and community health, despite various sincere and substantive efforts to undo the damage done during the history of Africans in America, and even prior to the establishment of the country. Given this, and pursuant to my review and consideration, and having surveyed the need before us, I pledge to employ my time, money, knowledge, talents, and social networks, to the fullest extent practicable, to help African American people achieve success in their/our personal lives, in their/our families, in their/our employment, and in their/our spiritual lives as variously construed, and I will do all that I can to support the efforts of others who are doing the same. I make this pledge publicly, upon my sacred honor, and I shall on a regular basis record my actions and efforts, and shall be prepared to discuss those actions and efforts when called upon by my community and those with whom I am acting, in concert, to reverse the negative trends and unacceptable conditions of the African American community.



[Name and Address]

Your name and the town/city in which you live will be made a matter of public record.