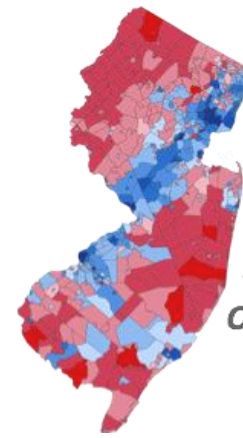


# Building One New Jersey

*Restoring the Powerful Tripartite Alliance of  
Faith, Labor & Civil Rights*

# Tripartite Principles

*Ratified at the Summit for Civil Rights by the  
Building One New Jersey Leadership Assembly  
on May 8, 2025, at Fountain Baptist Church,  
Summit, NJ*



**Building One  
New Jersey**  
*Inclusion, Sustainability  
Opportunity*



*Organizing for Inclusion, Sustainability, and Opportunity*



# ***THE SUMMIT FOR CIVIL RIGHTS 2025***

*Beyond the Politics of Division and Dread...  
....and toward a New Populism of Unity and Opportunity*

*“We are indeed a house divided. But the division between race and race, class and class, will not be dissolved by massive infusions of brotherly sentiment. ...the division and the bad sentiments are both reflections of vast and growing inequalities in our socioeconomic system—inequalities of wealth, of status, of education, of access to political power.” —  
Bayard Rustin*

# Building One New Jersey

Tripartite Principles

# Good and Inclusive Jobs

Too many young people of all backgrounds face an economy they cannot count on. For many, particularly African Americans, the promise of a good union job in manufacturing is almost nonexistent; and the public sector has been under sustained assault.

Hundreds of billions are spent on modernizing and upgrading existing infrastructure and billions more on new industries and technologies. It's time for the civil rights and labor communities to merge interests and demand expanded economic opportunities to create good jobs that are both union and deliberately and explicitly racially inclusive.

Investments in infrastructure, including roads, bridges, water, schools, transit, communication & renewable energy must:

- Promote good-paying union jobs
- Expand a diverse workforce that fully reflects the makeup of the multiracial working class of our state.
- And prioritize investments in communities and neighborhoods in urban cities *and* our many diverse middle-class suburbs.

We can do this by:

- Expanding and strengthening the use of Project Labor Agreements (PLAs) that promote good wages and a fully integrated workforce.
- Lowering the threshold to increase the number of projects eligible and incentivize communities to use *inclusive* PLAs.
- Strengthening the requirements and incentives to ensure all workforces are fully inclusive, including women and Black and Brown workers— from across metropolitan areas.
- Instituting responsible employer policies to punish unscrupulous business practices that exploit, endanger, or cheat workers and communities.
- Incentivizing local municipalities and school districts to create regionally coordinated projects for roads, transit, water, and sewers.

# Fair and Open Housing

We need a housing policy that builds on the Mount Laurel doctrine that says, “If you are good enough to work in an affluent community with good schools and services, you are good enough to live there.” A housing policy that:

- Promotes maximum social and economic mobility.
- Provides and promotes affordable housing in every community across the state—but especially those who have done the least but have the most—those with the best schools, least poverty, and biggest tax base.
- Rewards those communities that have done the most with the least, including the middle and working-class towns, school districts, and neighborhoods that are the most inclusive.
- No going backward with Regional Contribution Agreements or any scheme to allow the rich to pay their way out of affordable housing and further segregate our already over-segregated state.
- Affordable housing should be provided by responsible builders who respect workers' rights, managers who treat tenants and residents with respect and dignity, and developers who promote and support fully integrated communities.

# Inclusive and Integrated Schools

We need a school policy that recognizes what courts have already acknowledged and everyone already knows: that we are living in a deeply segregated state, especially when it comes to our schools.

School segregation correlates powerfully with concentrated poverty, racial isolation, low academic achievement, high dropout rates, and high rates of incarceration.

Our response has been to blame the victim. We tell parents, communities, teachers, and ultimately children—who had nothing to do with creating these conditions—that they must overcome the obstacles and well-documented harms of a segregated education.

We tell ourselves nothing can be done or that it is too big or too deep. These are all excuses.

The next governor must act to desegregate the schools. Not because the court ruled that they are segregated or because the NJ constitution outlaws segregation. The next governor must desegregate the schools so that our children have a chance at a decent life and so our state can enter the 21st century.

Building One New Jersey has put forth an achievable policy agenda—all based on existing programs and legislation—

# Inclusive and Integrated Schools

Building One New Jersey has put forth an achievable policy agenda—all based on existing programs and legislation—

- Strengthen the DOE's civil rights capacity and mission to develop a desegregation plan with the power, funds, mandate, & expertise to enforce it.
- The school funding formula must make integration its primary goal by incentivizing inclusion and rewarding the already diverse and overtaxed suburban and urban districts.
- Change the Interdistrict Public School Choice Law to be a mandatory tool to achieve and fund regional integration goals.
- Remove the segregationist loopholes from the School Consolidation Law.
- Amend the County Vocational School Act to designate & support pro-integration magnet schools in cities & require county schools to meet regional integration goals.
- Amend the Charter School Act to require charters to be fully integrated & meet regional integration goals.
- Strengthen the Fair Housing Act to increase affordable housing obligations on districts that maintain exclusionary schools.